

Jobs Careers Information

NORTHEASTERN REVIEW

2011

NOVEMBER

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"May I keep your résumé? It has so much padding, I'd like to have it made into a parka."

Honesty is Your
Most Valuable Asset

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NORTHEASTERN BRITISH COLUMBIA*

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INTRODUCTION

NORTHEASTERN BC UNEMPLOYMENT RATES

	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
2004	4.4	4.2	4.6	5.0	6.3	8.3	9.0	8.0	6.3	4.7	*—	*—
2005	4.9	4.5	5.0	4.1	5.4	5.2	4.9	4.2	4.4	4.4	*—	*—
2006	*—	*—	*—	*—	*—	4.4	*—	*—	4.2	5.2	4.9	*—
2007	*—	*—	*—	*—	*—	*—	*—	*—	*—	*—	*—	*—
2008	*—	*—	*—	4.3	5.0	5.9	6.2	6.3	5.8	5.0	4.5	3.6
2009	4.6	4.6	6.5	6.5	8.4	7.7	7.9	8.3	7.9	7.2	5.5	5.4
2010	4.9	4.4	4.4	5.3	6.9	7.5	7.3	6.8	7.6	7.6	6.4	7.1
2011	9.0	9.1	8.1	5.4	5.1	4.0	4.4	4.2	4.3	4.3	*—	

In November 2011 the unemployment rate in BC is 6.3% and 4.9% in Alberta. In November 2010 the unemployment rate in BC was 7.0% and 5.7% in Alberta.

*— The unemployment rate for Northeastern BC has been suppressed due to high sample variance.

LABOUR FORCE

- **British Columbia's unemployment rate inched down to 6.6% (seasonally adjusted) in October, its lowest level of 2011.** With the latest decrease in the jobless rate, the incidence of unemployment in BC is now notably below the Canadian average (7.3%).

Despite this seemingly positive figure, the slight improvement in BC's jobless rate was in fact driven by a drop in employment (-0.5%, or a loss of 10,800 jobs) combined with an even more substantial decline (-0.6%) in the number of people who were either working or looking for work.

October's decline in employment reversed some of the job gains in September. Job losses were concentrated in the goods sector, where employment fell 4.2%. Workers in agriculture (-18.2%) were particularly hard hit. Employment in manufacturing (-5.1%) and construction (-3.4%) was also down, but other industries in the goods sector were hiring workers.

Conversely, the service sector saw modest job gains (+0.5%) in October that were concentrated primarily in public administration (+5.7%), health care (+3.6%), finance insurance, real estate & leasing (+2.3%) and educational services (+2.2%).

Employment was down in the private (-1.6%) sector, while the public sector saw jobs increase by 5.1%. Self-employment decreased significantly (-2.1%).

The number of full-time jobs was almost unchanged from September (-0.1%) while parttime employment shrank 1.7%. Data Source: Statistics Canada

- **The Canadian unemployment rate rose to 7.3% in October, with a decrease of 54,000 (-0.3%) in the number of people with jobs.** Jobless rates were up in four provinces, including Quebec and Ontario. Saskatchewan (4.1%) and Alberta (5.1%) continued to have the lowest unemployment rates in the country. Data Source: Statistics Canada
- **Among BC's regions, unemployment rates were lowest in Northeast (4.3%, three-month-moving average), Mainland/Southwest (6.7%) and Vancouver Island/Coast (6.9%).** On the other end of the scale, unemployment rates remained highest in Cariboo (7.8%) and North Coast/Nechako (8.2%). Data Source: Statistics Canada

INTRODUCTION

EMPLOYMENT INSURANCE

The number of people receiving regular Employment Insurance (EI) benefits in British Columbia dropped 2.5% (-1,550, *seasonally adjusted*) in September. Compared to the same month of last year, the number of recipients declined substantially (-28.1%, or by 23,330). The number of beneficiaries decreased in all 25 of the province's large centres (those with a population of 10,000 or more) on a year-over-year basis, with the fastest rates of decline recorded in Kamloops, Powell River and Vancouver.

BC boasted one of the sharpest year-over-year decreases in beneficiaries in the country, behind only Alberta (-37.7%). Nationally, the number of beneficiaries fell 2.7% between August and September, with the total number of EI recipients down 20.3% from September of 2010. *Data Source: Statistics Canada*

BC Stats Infoline Issue 11-46 November 18, 2011

REGIONAL ECONOMIC SHOCKS & MIGRATION

By André Bernard

Residents of census agglomerations (CAs) or census metropolitan areas (CMAs) with less than 500,000 residents were much more likely to migrate than residents of large metropolitan centres. In 2008, for example, the migration rate for those age 20 to 54 living in a CA with 10,000 to 19,999 residents was 7.9%, compared to 2.3% for persons the same age living in a CMA with 500,000 or more residents.

From 2000 to 2008, people living in a region where the unemployment rate went up by one percentage point in relation to the national average between two years had virtually the same probability of migration as people in regions where the unemployment rate had remained close to the national average in the same two years.

Similarly, individuals living in a region where hourly earnings had declined by \$1 per hour in relation to the national average between two years were only slightly more likely to migrate than those living in a region where regional average hourly earnings remained the same as in the rest of the country during the same period.

However, people who experienced a deterioration of their personal economic situation in relation to others were much more likely to migrate than persons whose economic situation had remained unchanged. Thus, individuals whose income had decreased by 30% or more over two years were 82% more likely to leave their region than those whose income had not changed.

Unlike other Canadians, recent immigrants living in a region where unemployment had increased by one percentage point in relation to the national average between two given years were 10% more likely to migrate than immigrants living in a region where the unemployment rate had remained the same over the same two years.

Perspectives on Labour & Income November 2011 <http://www.statcan.gc.ca/pub/75-001-x/2011004/article/11593/11593hl-fs-eng.htm>

INTRODUCTION

LABOUR FORCE INFORMATION

October 2011

Following an increase in September, employment declined by 54,000 in October, all in full time. October's loss pushed the unemployment rate up 0.2 percentage points to 7.3%. Over the last year, total employment has risen by 237,000 (+1.4%).

The number of full-time workers declined by 72,000 in October. Despite this loss, full-time employment has grown 1.6% (+226,000) compared with the same month a year earlier, while part-time employment was little changed. Over the same period, total actual hours worked increased by 1.6%.

The bulk of the decline in October occurred in manufacturing, followed by construction. Natural resources was the only industry to post notable gains for the month.

In October, employment declined among private sector employees. Compared with 12 months earlier, employment grew faster among private sector employees (+1.5%) than among their public sector counterparts (+1.2%) and the self-employed (+1.1%).

Employment fell in Ontario, British Columbia, Nova Scotia and Prince Edward Island, while it increased in Newfoundland and Labrador.

Declines in goods sector

Employment in manufacturing fell for the second consecutive month, down 48,000 in October. Employment in the industry was down 2.7% compared with October 2010.

There were also employment losses in construction in October (-20,000). Despite this loss, construction employment stood 1.4% above the level of October 2010.

Natural resources was the only industry with employment gains in October (+12,000). Over the past 12 months, natural resources employment has grown by 5.0%.

In the 12 months to October, employment in the goods sector has fallen 0.7%, with growth earlier in the period dampened by declines in recent months.

In contrast, employment in the service sector continued on its long-term upward trend, growing 2.0% since October 2010. Accommodation and food services led the way (+8.2%), followed by transportation and warehousing (+3.7%), health care and social assistance (+3.4%), and professional, scientific and technical services (+3.4%).

There were no notable employment changes in the service sector industries in October.

Provincial summary

Ontario's employment declined by 39,000 in October, with large losses in full time partially offset by gains in part time. The unemployment rate in the province rose 0.5 percentage points to 8.1%. Over the past 12 months, employment in Ontario has grown by 1.5% (+101,000).

Employment fell by 11,000 in British Columbia. Since October 2010, employment in the province has grown by 0.9%, slower than the national rate of growth (+1.4%).

In October, there were also declines in Nova Scotia, where employment fell by 3,900, and in Prince Edward Island, where it decreased by 1,300.

Overall employment in Quebec declined slightly in October and the unemployment rate rose 0.4 percentage points to 7.7%. Compared with 12 months earlier, employment in the province (+0.4%) was little changed.

Newfoundland and Labrador was the only province to experience notable employment gains in October, up 4,100. Employment in the province grew 0.9% compared with 12 months earlier.

Employment in Alberta edged up in October, and the unemployment rate declined 0.3 percentage points to 5.1%. Compared with October 2010, Alberta has had the fastest rate of employment growth of all provinces, with an increase of 4.3%.

Declines mainly among adult women

In October, employment fell by 32,000 among women aged 25 and over. Despite this decline, employment among adult women was up 1.2% from October 2010, with full-time gains tempered by losses in part time.

While youths experienced a slight loss in October, employment growth of 1.9% for this group over the past 12 months has outpaced the national average.

There was little change in employment for men aged 25 and over in October. Over the past 12 months, employment among adult men grew by 1.4%.

INTRODUCTION

PAYROLL EMPLOYMENT, EARNINGS & HOURS

September 2011 (preliminary)

Average weekly earnings of non-farm payroll employees declined 0.3% to \$872.75 in September, partly offsetting an increase in August. Earnings have been relatively flat since the start of the year. On a year-over-year basis, average weekly earnings rose 1.1%, the smallest increase since November 2009.

The 1.1% year-over-year increase reflects a number of factors, such as wage growth and changes in the composition of employment by industry, by occupation and by level of job experience.

Average hours worked per week can also influence growth in year-over-year earnings. However, the average work week was unchanged in the 12 months to September at 33.0 hours. Average weekly hours increased 0.3% from August to September.

Average weekly earnings up in most provinces

In the 12 months to September, average weekly earnings rose in every province except Ontario and Nova Scotia. The largest increases occurred in Saskatchewan, Prince Edward Island and Newfoundland and Labrador.

Average weekly earnings in Saskatchewan reached \$906.22 in September, up 6.9% from the same month a year earlier. In Prince Edward Island, earnings increased 5.1% over the same period to \$745.81 but remained the lowest among the provinces.

On a year-over-year basis, average weekly earnings in Newfoundland and Labrador increased 4.6% to \$884.66. Earnings in this province have grown at a higher rate than the national average since December 2010 (see the "Provincial profile" section of this release).

In Ontario, year-over-year earnings declined 1.3% from \$901.16 to \$889.13. Declines were spread across several service industries, most notably in finance and insurance; educational services; wholesale trade; health care and social assistance as well as public administration.

Average weekly earnings by sector

Year-over-year growth in average weekly earnings exceeded the national average of 1.1% in three of Canada's largest industrial sectors: construction; administrative and support services; and professional, scientific and technical services. At the same time, earnings declined in educational services as well as in accommodation and food services.

In construction, average weekly earnings rose 5.2% to \$1,117.40. The largest increases were in heavy and civil engineering construction; construction of buildings and specialty trade contractors.

Non-farm payroll employment by sector

Non-farm payroll employment increased by 47,900 from August to September. On a year-over-year basis, payroll employment increased by 273,100 (+1.8%).

Payroll employment was up in both goods and service industries. The bulk of the increases occurred in manufacturing; construction; retail trade; and accommodation and food services.

In the 12 months to September, the rate of growth in the number of employees was most notable in mining, quarrying, oil and gas extraction; utilities; construction; professional, scientific and technical services; accommodation and food services; health care and social assistance as well as transportation and warehousing.

Provincial profile: Newfoundland and Labrador

From time to time, this release profiles an industrial sector or a province with a notable trend in employment, earnings or hours. This month, the focus is on Newfoundland and Labrador. While this province has an unemployment rate that is higher than the national average, it has seen higher-than-average growth in employment and earnings over the past two years.

In September, non-farm payroll employment totalled 206,300 in Newfoundland and Labrador, 1.4% of the national total. Between September 2010 and September 2011, payroll employment increased 3.5% (+6,900), one of the fastest growth rates of any province and nearly double the national rate of 1.8%.

During the economic downturn of 2008 and 2009, non-farm payroll employment within Newfoundland and Labrador declined at a slower pace than the national average. Between August 2008 and August 2009, payroll employment in the province fell 1.6% compared with a 2.7% decline nationally.

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INTRODUCTION

PAYROLL EMPLOYMENT, EARNINGS & HOURS

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From August 2009 to September 2011, payroll employment levels in Newfoundland and Labrador more than recovered, increasing by 7.1% compared with the national average of 3.8%. The province's employment levels have been on an upward trend since June 2009.

In the 12 months to September, payroll job gains in Newfoundland and Labrador were widespread across goods and services industries. The largest gains were in construction and professional, scientific and technical services.

Average weekly earnings in Newfoundland and Labrador increased 4.6% to \$884.66 in the 12 months to September. This was one of the largest growth rates provincially and over four times the national average of 1.1%.

Over this period, the increase in earnings among the larger sectors was above the provincial average in administrative and support services; educational services; and retail trade.

Compared with the national average, Newfoundland and Labrador has a higher share of employees working in educational services, health care and social assistance and public administration. These sectors, which are generally higher paying, are a factor in Newfoundland and Labrador's high average wages.

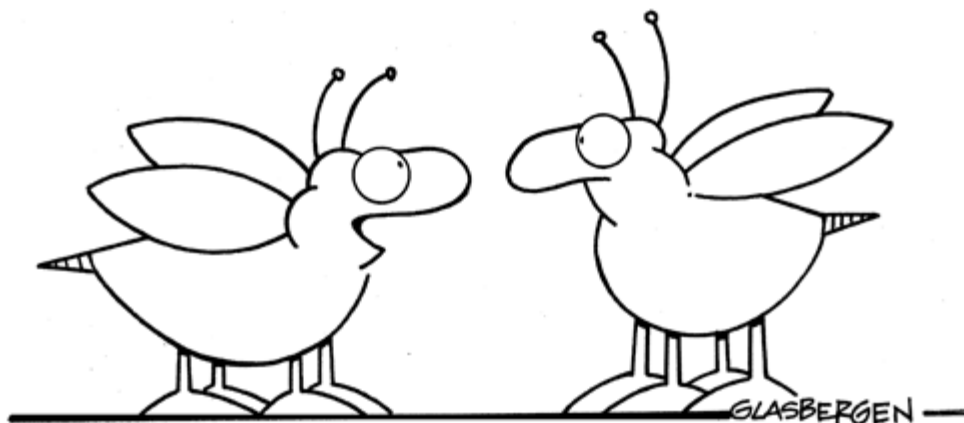
Employees in Newfoundland and Labrador also worked more hours than employees in other provinces, except Alberta. Average weekly hours worked in Newfoundland and Labrador totalled 33.8 hours in September, compared with the national average of 33.0 hours.

In the goods sector, employees worked an average of 39.2 hours per week in September, compared with the national average of 38.8 hours. In the services sector, average hours totalled 32.9 hours, compared with 31.8 hours nationally.

In the 12 months to September, average weekly hours declined 0.6% in Newfoundland and Labrador from 34.0 hours to 33.8 hours. While average weekly hours were at or above 34.0 hours for most of 2010 and early 2011, they have remained below 34.0 hours since May 2011.

<http://www.statcan.gc.ca/daily-quotidien/111124/dq111124a-eng.htm>

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“Today my boss promoted me from bug to insect!”

CAREERS & JOB SKILLS

HONESTY IS YOUR MOST VALUABLE ASSET

Lying may get you in the door, but it's also a good way to sabotage your career

By Jennifer Newman, Vancouver Sun

Ever lie to get a job? It happens. People stretch the truth in a tight labour market when competition is stiff. They also fib when competing for a plum position.

Potential candidates may lie to get a job in a number of ways. They pad their resumes, attesting to abilities and experience they don't have.

People, sometimes desperate for a job, will fabricate education and credentials they don't possess and haven't earned.

They may exaggerate in interviews, saying they can do tasks that they need more training to perform competently. Or no matter what the interviewer asks them, they sound expert in that area.

At times, potential candidates will hide information from employers like past criminal records or having been fired from the last position for a lack of honesty - either stealing or falsifying records. But lying to get a job is ultimately a bad idea, as it can come back to haunt you.

Employees damage their reputations when they over-promise and under-deliver. They may not make it through probation and won't have a reference from the job they lied to get.

Prospective new employers will inquire about the fact that the job lasted only a month, which can be hard to explain in an interview. And employers will disqualify candidates who have lied during the application process. If the candidate lands the job, they are often tangled in an ongoing web of deceit. For example, one employee lied, saying he had the experience and ability to use a particular software program. When asked to use it to complete a task, he made excuses to hide his lack of knowledge. He told colleagues he was too busy, sick or unavailable and found creative ways to get others to that particular aspect of the job for him. Eventually, his co-workers realized he was not competent to do the task and confronted him.

But, as horrible as the consequences of lying may be, the lure of a job can tempt prospective candidates enough, that they stretch the truth anyway.

So what should you do if you are tempted to lie to get a job?

STICK TO THE TRUTH

Decide not to lie. You probably won't be able to figure it out on the job, learn as you go or learn from others. You'll find your confidence is not as high as it needs to be while new at the job and this could hurt your chances of successfully passing through the probationary period. Take a hard look at the job posting. If the job requirements indicate a competency you don't currently possess, get the training you need. If it's experience, be willing to volunteer to land the career of your dreams.

HIGHLIGHT WHAT YOU CAN DO

While looking at the job posting, think about your experience and what the employer wants. For example, if it's good communication skills, highlight both your verbal and writing skills by focusing on them in the description of what you did in your last job. You may write in your resume: "In my previous position, I was responsible for regularly communicating verbally with my supervisor, regarding the progress of a project. I provided written memos as well on a regular basis."

PUT YOUR BEST FOOT FORWARD

Recognize that sometimes the issue isn't about lying, but about how to present what you can do in the best light possible.

Analyze the job posting for what the employer is wanting.

Highlighting unpaid volunteer work can give the employer information about your willingness to learn and ability to work hard. If you don't have a skill set listed by an employer, such as knowledge of the latest software, enrol in a course and indicate that you are enrolled in a program to add this skill to your repertoire.



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CAREERS & JOB SKILLS

HONESTY IS YOUR MOST VALUABLE ASSET

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USE YOUR EXPERIENCE

Use your experience to answer interview questions. Employers often use behavioural interviewing techniques. The interview panel may pose a question like: "When you encountered a disagreement at work with another employee, how did you handle it?" If you haven't had a disagreement at work, say you haven't encountered a situation like that, but if you did, you would handle it this way.

If the interviewer asks you about something that didn't go well, tell them that you gained a valuable learning experience when the incident occurred and tell them what you gained from the opportunity to learn.

There are ways employers detect dishonesty during the application process. Most make reference checks a habit and call the applicant's references.

Doing so, has helped employers avoid hiring unsuitable candidates and it is worth doing as a matter of course.

Along with thorough reference checks, employers will examine the credentials listed, look into claims of special awards and make it clear on application forms that misrepresentation on resumes, or in an interview, will disqualify a potential candidate automatically.

Starting off on the right foot is key to being a success in your career and honesty, is always the best policy at work.

Dr. Jennifer Newman is a registered psychologist. She can be reached at sumail@newmangrigg.com Identifying information in cases cited has been changed to protect confidentiality.

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OLDER WOMEN FASTEST GROWING LABOUR FORCE

We've got what they want: Skills, wisdom, experience



By Mario Toneguzzi, Postmedia News

Statistics Canada has reported employment among women 55 and older grew by 29,000 in April.

Year-over year, the numbers are up eight per cent, the fastest employment growth rate of any demographic group.

Employment for so-called core aged workers 25 to 54 is little changed for women during the past year, and up less than two per cent for men during the same period, according to Statistics Canada.

The numbers of older women finding jobs in Alberta are even more pronounced.

Alberta Employment and Immigration figures show there were 134,600 women aged 55 to 64 employed in the province during April 2010.

This year, that number jumped to 151,200 women for the same month.

The numbers of older women entering Alberta's workforce has been on a steady climb during the past decade. Government data counts about 66,000 women aged 55 and over employed in the province during 2000. That number rose to 140,000 in 2010 - a 130-per-cent increase. Men in the same age bracket saw employment growth of 80 per cent from 99,900 in 2000 to 180,000 in 2010.

While those numbers can be attributed to Alberta's population boom of the past 10 years, that older women are leading employment growth today is surprising, said Todd Hirsch, senior economist with ATB Financial in Calgary.

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CAREERS & JOB SKILLS

HOW TO DEAL WITH THE OFFICE MOTORMOUTH

Every office has one. The employee who makes you run for cover when he approaches.

It's the office talker - the one who sees a conversation as a soliloquy and wastes untold amounts of your time with endless chatter, opinions, or whining.

How do you handle these types of employees?

How do you tell a colleague they talk too much and they need to stop? You may seem rude, hurt their feelings or cause a rift.

It's important to understand people talk a lot at work for many reasons. Some are anxious and fear silence, so they talk to fill the space when feeling uncomfortable. Still others have a high need for recognition. The problem of needing to be right or to be seen as an expert may cause staff to pontificate.

Many like to "hold court" to underscore their own importance or dominate and impress.

Some chatterboxes seek approval and try hard to be liked. These people invade colleagues' personal space by talking too much and taking up valuable work time.

In some cases, incessant chatting is a bad habit or even a compulsion.

Lonely workers and those with a lack of social awareness can have trouble reading cues like, fidgeting, looking around or staring out the window that the other person has finished listening.

No matter what the reason, chatty workers can have a negative effect on the workplace. They can frustrate co-workers whose time is being wasted. They affect productivity.

When colleagues are cornered by a rambler they can't get rid of, they may end up taking work home, feeling intruded upon and powerless all the while. The talker is negatively affected too. She may be excluded from meetings because of the excess time taken in getting to the point.

While it isn't an easy subject to broach, politely telling someone to stop talking may be the difference between enjoying work and dreading it.

Here are six ways to deal with a chatty co-worker, boss or yourself:

Cornered in the break room: Tell the person "I have to let you go. I've got a really tight deadline." Then walk off. Be sure to physically move; this signals that you are serious.

Stuck in your office: Say, "I'll have to talk to you later about this or I won't get this done." And, physically get back to work, put your head down as if your colleague heard you and had walked away.

Talk about it later: Approach the talker and say, "I noticed you came by this morning to talk to me. I want to let you know that the best time to talk to me is when I'm not busy. When I'm busy, I focus on what I'm doing and I can't talk. So, if it is something really important, let me know quickly and I'll come by later and get the information."

Be open with close colleagues: Tell them: "Sometimes when you talk a lot, say for more than a minute, I get frustrated because I need to get my work done and I can't chat."

If the boss is a chatterer: Make an agenda and give it to your boss before the meeting. Stick to an hour by referring to the agenda and putting topics, that aren't on the agenda on a separate piece of paper. Set your cell alarm to ring after 50 minutes, signalling you have 10 minutes left in the meeting and wind it down with a summary. Don't stay overtime to finish. Instead, book another meeting.

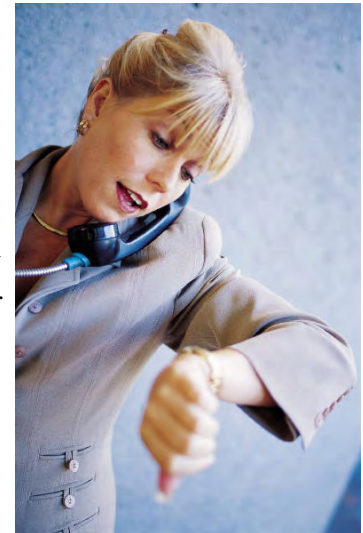
If you think you talk too much: Work on noticing what is going on around you. Are you the only one talking? Is someone next to you trying to get some work done? Are people interrupting you to get their say? Then, limit your turn talking to 30 seconds, after that the next 30 seconds are on borrowed time. At the one-minute mark, stop talking, your turn is up.

Being honest with co-workers and yourself about taking up too much time talking at work goes a long way to creating a peaceful and productive workplace.

So, be willing to talk about too much talking, you'll get more done.

Dr. Jennifer Newman is a registered psychologist. She can be reached at info@drjennifernewman.com. Information in cases cited has been changed to protect confidentiality.

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CAREERS & JOB SKILLS

QUESTIONS & ANSWERS

QUESTION: A person I worked with at my last job was let go, and he just requested I write him a recommendation. This co-worker was not the best employee, and I do not want to write him a recommendation, but I do feel bad he is unemployed. Should I write a vague recommendation? Politely decline? Ignore the situation?

- Anonymous, via Facebook

ANSWER: Well, when someone hands you a stinky kettle of fish, don't try telling them it smells like roses.

The short answer to this painfully awkward situation is, tell the truth.

"References really matter," said Dan Schawbel, a personal branding expert and author of "Me 2.0: 4 Steps to Building Your Future."

"Whether they're written on LinkedIn or if it's a phone call reference, it can make a real difference, so you need to be truthful."

There are several reasons for this, aside from the basic fact that lying is wrong.

From a selfish standpoint, you put your own reputation on the line when you recommend someone for a job. If you vouch for a person you know isn't qualified, and that person doesn't work out, the company won't trust you. It's a small business world; why sully your own image?

You're also not doing the worker any favors by recommending him for a job that won't fit his skill set. Tom Gimbel, president and chief executive of LaSalle Network, a Chicago-based staffing and recruiting firm, said dishonest references just set up potential employees for further failure.

"In the recruiting business, we put a lot of weight on references," Gimbel said. "But in most offices you can look around and see people who aren't good, have bad attitudes and their work product stinks, and everyone wonders how they ever got the job. People suffer as a result."

So, how do you break it to the person seeking a reference?

Schawbel suggested identifying the person's strengths and weaknesses, and then explaining why the particular job might not be a strong fit.

"There's a company for everyone," Schawbel said. "Tell them you'd only feel comfortable recommending them for the right opportunities. Say, 'Hey, I think you'd be a better fit for a different type of role.' "

There's no easy way to do that, but by kindly offering an honest assessment of the person's strengths and weaknesses you can help that person avoid mistakes.

QUESTION: How do you deal with a co-worker who thinks that because they have been there longer and are older, they know more than you about how best to do the job?

- Anonymous, via email

ANSWER: I imagine there are many elves at the North Pole who have similar thoughts about Santa Claus: "Just 'cause you've got that fancy beard and have been doing this forever doesn't mean you know the best way to make a wagon, chubby."

It's a dilemma. We're generally taught to respect our elders, but the reality is, people who haven't been in the same job half their lives often bring some clearer thinking and innovation to the table. And the people who have been in the same job a long time rarely embrace change.

The key, as is so often the case, is striking a respectful balance.

Oregon-based career coach Dorothy Tannahill Moran gave me several suggestions for deftly handling a veteran co-worker. First, humble thyself. Though you think your way is best, it's always worth listening to another person's approach. You might find they do know more than you do, or there might be something helpful in their suggestion.

Next, keep in mind that when someone gives you advice, it's usually coming from a good place. They want to be helpful, and workplace relationships are built on a foundation of support and idea sharing. If you're dismissive, it's just going to create tension and, possibly, hurt feelings. Finally, ask the veteran whether he or she has seen anything wrong with your work, any specific part of your performance that isn't up to par. You might find there are areas that need to be addressed. Or, at that point, it might be clear the two of you have different ways of doing things, and you can explain why you work the way you do.

The key in all this, Moran said, is to never let the discussion get confrontational.

CAREERS & JOB SKILLS

ANNOYING CO-WORKERS: HOLIDAY EDITION

Frosty the Snowman isn't the only character coming your way this holiday season. In fact, the annual arrival of mistletoe, garland and gingerbread cookies can transform a normally rational and well-mannered employee into another person entirely.

Here are some memorable individuals you might soon encounter, along with tips for making sure you don't cross the line from festive to annoying:

The "Not-So-Secret Shopper"

This worker helps the overall economy but offers nothing to the firm's bottom line. After taking excessively long lunch breaks to bag deals at the mall, the brazen bargain hunter spends the remainder of the day shopping online. Responsible for countless hours of lost productivity, the "Not-So-Secret Shopper" rudely leaves others to pick up the slack.

Tip: Don't let your gift list get in the way of your job duties. Even if your company has a liberal computer usage policy, err on the side of caution and save the shopping for your after hours.

The "Human Holiday Display"

This person pays no mind to the company dress code or office décor guidelines during the month of December. Typically wearing reindeer antlers, a snowman sweater and candy cane pin, she transforms her cubicle into a blinding sea of blinking lights and tinsel. The over-the-top spectacle leaves fellow team members squinting their eyes and scratching their heads.

Tip: It's fun to celebrate the holidays, but adhere to organizational and departmental norms when decorating your workspace and yourself. Remember: everything in moderation.

The "Cookie Monster"

Think that slice of pumpkin pie is protected because you put a sticky note on it claiming ownership? Think again. Unless you put a lock on the office refrigerator, no treat is safe when this sugar-craving sneak is roaming the halls. The sweet-toothed bandit also comes empty-handed to potluck meals and then shamelessly devours all the fudge brownies before anyone else gets a bite.

Tip: Nobody likes a thief. Put the cake down slowly, and step away from the fridge. For more on this topic, see what happens when treats do go missing from the office fridge at www.roberthalf.com/dont-let-this-happen-to-you.

The "Sniffler"

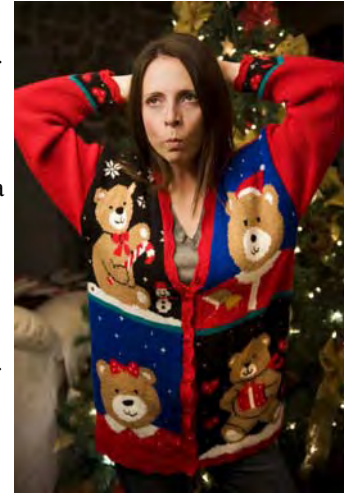
Holiday season is also cold and flu season. The germ-ridden "Sniffler" fails to think about the greater good, coming to work when he clearly should be home resting. With a nose redder than Rudolph's, he coughs and sneezes his way through the day, oblivious to the risk he poses to co-workers and their holiday plans. The "Sniffler" believes he's displaying dedication, when in reality his frustrated colleagues are grumbling about his lack of consideration and common sense.

Tip: When you're under the weather, do everyone a favour by taking a sick day. If you absolutely must work, ask the boss if you can telecommute.

The "Grinch"

In sharp contrast to the workplace's most cheerful holiday enthusiasts, this frosty grump is well known for having a bad attitude. He maintains a scrooge-like demeanour to make it clear he's not feeling festive and you shouldn't either. Full of cynicism, smirks and sarcasm, he finds a way to pooh-pooh everything. The "Grinch" remains unaware that the constant griping, groaning and gossiping are incredibly grating.

Tip: Some people don't get into holidays, and that's all right. What's not OK is trying to spread a "Bah humbug!" attitude to everyone else. Be mindful that strong interpersonal skills such as tact and diplomacy are critical to career advancement.



(Continued on page 13)

CAREERS & JOB SKILLS

ANNOYING CO-WORKERS: HOLIDAY EDITION

(Continued from page 12)

The "Party Animal"

Regardless of how casual the setting is, the annual office party is still a work function. As such, it's not the best venue for letting loose. This fact eludes the "Party Animal." Instead of viewing the get-together as an opportunity to strengthen or forge internal connections, this merry-maker overindulges in eggnog and creates all kinds of awkwardness. Inevitably, the entire company will be whispering about the "Party Animal's" regrettable antics by the next morning.

Tip: Allow yourself to have some fun at work events, but don't completely let down your guard. You don't need to be the life of the party to make an impression. Drink alcohol moderately, if at all, and don't pressure others who are opting to abstain.

Not everyone at your company celebrates the same holidays, and not everyone celebrates with the same level of enthusiasm. What's most important is to understand and respect those differences. And if nothing else, stop swiping the sugar cookies.

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DO YOUR CO-WORKERS HATE YOU?

Taking food that doesn't belong to you from the refrigerator is most likely to get under your co-worker's skin if you work in the United States, where 65% of respondents to a LinkedIn survey pegged it as an office annoyance, versus 52% worldwide.

A recent survey of more than 17,000 professionals highlighted the office pet peeves that most irritate workers in 16 countries.

Brazillians can't stand gossip — 83% of those surveyed there identified it as a pet peeve compared to 62% of overall respondents.

That Katy Perry cellphone ringtone is likely to anger 74% of office workers in India compared to 51% of worldwide respondents who were bothered by loud or irritating ringtones.

Covering a co-worker's cubicle in sticky notes wouldn't go over well in Japan, where 40% identified office pranks as a pet peeve, versus 18% worldwide.

Meanwhile, gender wars raged in Canada, where 58% of female respondents said they were irritated by clothing that is too revealing for the workplace, versus 26% of men who said the same thing, according to LinkedIn.

"In nearly every office, there's at least one co-worker whose quirks drive colleagues up the cubicle wall," said Nicole Williams, connection director at the online professional network company. "Sometimes the most irritating office offenders don't even realize that their behaviour impacts the rest of their team."

Overall, people not taking responsibility for their actions was the number one pet peeve of all those surveyed, with 78% picking it as their top office irritation.

Indian professionals were the most "peevied" of all respondents, picking 19 of the 38 pet peeves listed on the survey.

Italian office workers were more easy going with 15 pet peeves.

Canada ranked fifth out of the 16 countries on number of peeves.

Top five global office pet peeves according to LinkedIn:

- People not taking ownership for their actions
- Constant complainers
- Dirty common areas
- Starting meetings late or going long
- People who don't respond to emails

CONSTRUCTION

Construction Permits for Dawson Creek

	October
Permits issued 2011	8
Single Family Dwelling	
Mobile Home	
Duplex	3
Multi-Family	
Garage/Renovation	4
Commercial	
Institutional	
Industrial	1
Monthly Permits	\$6,095,000
2011 Permits	\$44,332,485
2010 Permits	\$57,591,515

City of Dawson Creek

Construction Permits for Fort St John

	October
Permits issued 2011	22
Single Family Dwelling	7
Mobile Home	
Duplex	3
Multi-Family	
Garage/Renovation	5
Commercial	4
Institutional	3
Industrial	
Monthly Permits	\$14,845,000
2011 Permits	\$330,178,000
2010 Permits	\$41,728,000

City of Fort St John

BC BUILDING PERMITS

Year-to-date, building permits were 5.6% lower than in the first nine months of 2010, with decreases in five regions. Cariboo (-37.1%), where the slump in the value of permits reflected significantly lower spending on residential and institutional projects, and Nechako (-32.0%) saw the most notable declines. The decrease in Vancouver Is-land/Coast (-5.4%) was concentrated in the industrial, institutional and residential sectors. Permits were also off in Kootenay (-25.1%) and Thompson/Okanagan (-25.7%). On the other hand, the Mainland/Southwest (+0.2%), **Northeast (+4.8%)** and North Coast (+89.1%) regions of the province fared favourably in the first nine months of the year. *Data Source: Statistics Canada & BC Stats*

TRADE SCHOOL INITIATIVE

The Trade School Initiative, an educational pilot project, was launched on Nov. 4 simultaneously in Ontario, New Brunswick and British Columbia.

The initiative was developed through a federal-provincial partnership. It is intended to teach business skills to students in the construction and renovation industry.

Students will be provided with information on tax credits, financial discounts such as the tradesperson's deduction for tools, apprenticeship incentive grants and the apprenticeship completion grant.

A website, www.tradelinks.ca, has also been created with links to career opportunities, bookkeeping, employee rights and employer responsibilities.

Journal of Commerce News Service

SIERRA YOYO DESAN ROAD

Km 30-40 and Km 67-68 Upgrade

Upgrading 11 km of gravel road, including minor bridge works.

AWARD

Kledo Construction
5503 Nahanni Dr
Fort Nelson BC V0C 1R0,
Phone: 250-774-2501
Fax 250-774-2504
\$5,423,134

Journal of Commerce

CONSTRUCTION

ROADSIDE BARRIER
IMPROVEMENTS**Alaska Hwy - 602-611 Km**

Work under this Contract generally comprises of the following but is not limited to: Removal and disposal of existing W-Beam Guardrail including; Removal and disposal of existing wooden posts, w-beam guardrail, associated hardware W-054 Warning signs, and sign post; Supply, transport, placement, and compaction of Well Graded Base (WGB) material in each of the wooden post holes; Supply and installation of Strong Post W-Beam Barrier System including; Establishment of holes of W-Beam Guardrail posts; Supply and installation of wood or steel posts and spacers; Supply and installation of W-Beam Guardrail and associated hardware; Supply and installation of W-Beam Guardrail End Treatment including W-054 Warning Signs; Environmental protection; Force account work (if required); Supply and maintain of all traffic control for the duration of the works; Quality Management.

AWARD

Maritime Fence Inc
574 West River Rd
Grand Falls NB E3Z 2Y4
Phone: 506-475-8274
Fax: 506-475-1139
\$664,216

Journal of Commerce

GRAND HAVEN HALL

12264 242 Rd, Fort St John

Project consists of the construction of "Grandhaven Hall Renovations". Work includes, but is not limited to, the selective demolition of all remaining interiors and equipment within the existing building, and reframing of new partitions, windows, and doors throughout the building. Site development and servicing is NOT included in this contract.

AWARD

Vector Projects Group Ltd
3-1414 Hunter Court
Kelowna BC V1X 6E6
Phone: 250-763-1013
Fax: 250-763-0734
\$136,559

Journal of Commerce

NATURAL GAS
PROCESSING FACILITY**Horn River Mainline Pipeline Project, 70 & 75 Km NE of Fort Nelson**

13120; pre-engineered structures, 13120; metal building systems, proposed construction of two new natural gas processing facilities to be located about 70 Km and 75 Km respectively, northeast of Fort Nelson, BC which will transport sweet natural gas to the Alberta System. The proposed project also includes acquisition of the existing National Energy Board (NEB) regulated Ekwan Pipeline, which is anticipated to be effective fourth quarter of 2011; construction of the Horn River Mainline (Cabin Section), which will consist of approx 72 Km of up to 36 inches in diameter pipe and related facilities, including metering stations and valve sites; and construction of Komie East Extension, which will consist of approx 2.5 Km of up to 24 inch diameter pipe and related metering and valve facilities

Note: Clearing of the high ground is currently underway and frost packing to prepare the right of way for primary construction to commence is expected to begin in mid-November 2011. Construction schedules to be confirmed in early 2012. Further update at that time.

\$307,000,000 estimated construction cost.

General Contractor

Louisbourg Pipelines Ltd
27-1365 Mid-way Blvd
Mississauga ON L5T 2J5
Phone: 905-795-3399
Fax: 905-795-3390

Journal of Commerce

AFFORDABLE HOUSING

Fort Nelson

Wood structural frame, electric heating system, construction of 6 modular housing units approximately 600 Sq ft each.

AWARD

Western Industrial Contrs Ltd
4912 Hart Hwy
Prince George BC V2K 3A1
Phone: 250-962-6011
Fax: 250-962-5353
\$1,330,000

Journal of Commerce

CONSTRUCTION

SOUTH PEACE CRUSHED AGGREGATE

E Pine Pit and Johnson Pit on Hwy 97

Crush 20,000 m3 of 25mm modified High Fines Surfacing aggregate in East Pine Pit and 5,000 m3 of 25mm Intermediate Graded Base aggregate in Johnson Pit and 15,000 m3 of 25mm modified High Fines Surfacing aggregate in One Island Lake Pit.

AWARD

Brocor Construction Ltd
2537 Waterplant Rd, PO Box 569
Dawson Creek BC V1G 4H4
Phone: 250-782-3404
Fax: 250-782-3408
\$354,800

Journal of Commerce

WASTE WATER TREATMENT PLANT

Dawson Creek Reclaimed Water Facility - Contract 3

Proposed construction of a reclaimed water treatment facility. This facility will treat effluent water to be used by oil and gas industries situated in the City of Dawson Creek. The water from this facility is non-potable and will only be used by oil and gas industries and other related facilities. package type sewage lift stations and associated force mains; Interconnection piping between existing City sewage treatment aeration lagoons, the SAGR process, and the reclaimed water facility; A four bay bulk effluent truck fill facility rated at 600m3 per day.

\$12,000,000 estimated construction cost.

TENDERS CLOSED

Journal of Commerce

MECHANICAL ALTERATIONS

Fort Nelson Hospital

Project consists of the Heating System Modification, Fort Nelson Hospital, Fort Nelson, B.C.

AWARD

BC Boiler Services Ltd
104-11538 132A Street
Surrey BC V3R 7S2
Phone: 604-580-3253
\$244,500

Journal of Commerce

N.A.R. MUSEUM ALTERATIONS

900 Alaska Ave, Dawson Creek

Project consists of foundation stabilization at the N.A.R. Museum.

TENDERS CLOSED

Journal of Commerce

FIREHALL ALTERATIONS

10101 12 A St, Dawson Creek

Project consists of the supply and installation of new overhead doors and operators in the Dawson Creek Fire Hall.

TENDERS CLOSED

Journal of Commerce

FACULTATIVE POND BERM

Dawson Creek

Project consists of Installation of two temporary earth berm or other water control structures as required by the Contractor; Dewatering of work areas; Stripping and stockpiling of unsuitable material; Foundation preparation for new berm; Installation of a new earth berm south of existing berm in the facultative pond; Placement of an overflow structure between the float plane pond and the facultative pond; Extension of an existing pipe stub into the float plane pond; Removal of existing berm and temporary water control structures upon completion of the work; and Topsoil placement and hydraulic seeding of disturbed areas.

TENDERS CLOSED

Journal of Commerce

CONSTRUCTION

CACE MONTNEY OBSERVATION WELL DRILLING

50 Km W of Dawson Creek near Hwy 97

Project consists of seeking a proponent to drill, construct and develop up to seven groundwater observation wells at seven locations west of Dawson Creek. The observation wells will be completed using a variety of methods including the installation of 2" nested PVC wells inside a 6" steel casing, completion of un-nested wells using 6" steel casing and completion of a well up to 100 meters deep completed with 5" PVC casing. Well liners may or may not be used depending on conditions encountered in the field.

TENDERS DUE

Journal of Commerce

REPLACEMENT BRIDGE

Dangerous Goods Route 94 Structure 8633 - Replacement Bridge, Hwy 97 to Hwy 2 Dawson Creek, BC

Design for new paved highway roadway and bridge and all associate structures, road furniture and landscaping. Dismantling and transport of the temporary bridges; Re-surfacing of the Highway from 208th Road to 250 metre south of the south approaches.

TENDERS DUE

Journal of Commerce

COMPACT FILL

Dawson Creek

Project consist of the supply, installation and compaction of approximately 3200 cubic meters of clean, medium plastic fill material at 10225 - 10th Street, Dawson Creek, BC (formerly Wildcat Video). The proponent shall be responsible to compact the fill to 95% Standard Proctor Density and return the site to a level condition, free of any obstructions or hazards. The proponent shall also ensure that drainage from the site is not directed toward neighbouring structures.

TENDERS DUE

Journal of Commerce

WOOD CREEK QUARRY

Phase 1 Development, Alaska Hwy - KM 651

Work under this Contract covers site preparation, excavation including that of topsoil, overburden and rock; drainage, blasting, rip-rap production, and other work for the development of the Wood Creek West quarry site. The work will be carried out at approximately Kilometre (km) 651 of the Alaska Highway, near Toad River, British Columbia.

750,000 estimated construction cost.

TENDERS DUE

Journal of Commerce

AQUATIC CENTRE ALTERATIONS

Tumbler Ridge

Project consists of the Tumbler Ridge Aquatic Centre Dehumidification System Upgrade

TENDERS DUE

Journal of Commerce

ROMAN COAL MINE

25 Km S of Tumbler Ridge, on Trend Mine property, Tumbler Ridge

Proposed open pit coal mine which may produce two-four million tonnes of clean coal per year. The project will consist of: mine access & haul roads, tailings impoundment & waste rock dumps, sedimentation ponds & other water management structures, a 25 kV power line extension, a sewage treatment plant, heavy media cyclone processing plant, mine dry & maintenance facility, some on-site accommodations, & admin offices. There is an existing explosives facility & other infrastructure provided by the adjacent Trend Coal Mine site.

Project has been going through a lengthy environmental assessment process and First Nation's negotiations, and is presently under review. Detailed engineering is underway. Construction schedules are tentative at this time. Further update in Spring 2012.

This is a Joint Venture project with Hillsborough and NEMI. Capital cost is estimated at \$250 million.

\$250,000,000 estimated construction cost.

NEGOTIATED/WORKING DRAWINGS

Journal of Commerce

CONSTRUCTION

CONDOMINIUM APARTMENT, DAYCARE & SENIORS HOUSING

Hudson's Hope

Proposed construction of multi-family development and seniors housing in the 1.2 hectares of buildable land. Scope of work includes three three-storey 36-unit apartments with four seniors housing units and a daycare centre.

\$3,600,000 estimated construction cost.

PREPARING PLANS

Journal of Commerce

SUBSTATION, TRANSMISSION LINE

Dawson Creek/Chetwynd Area Transmission (DCAT) Project, 19 Km E of Chetwynd near Hwy 97, 12 Km W of Dawson Creek

Proposed Dawson Creek/Chetwynd Area Transmission (DCAT) Project which will consist of a new substation (Sundance) located about 19 Km E of Chetwynd, near Hwy 97; a new 230 kilovolt (kV) double circuit overhead transmission circuit approx 60 Km long, from Sundance Substation to Bear Mountain Terminal (BMT), which is located about 12 Km W of Dawson Creek; expansion of BMT and Dawson Creek Substations (DAW); and a new 230 kV double circuit overhead transmission circuit 12 Km long, between BMT and DAW.

\$219,100,000 estimated construction cost.

CONTEMPLATED

Journal of Commerce

HOSPITAL ALTERATIONS

Dawson Creek

Proposed renovations or physical development of the Dawson Creek & District Hospital as a result of a Comprehensive Master Programming and Planning.

Note: The Comprehensive Master Plan is currently underway with the consultant and completion is to be confirmed in spring 2012. Formal design and construction schedules to be confirmed upon completion of the Master Plan. Further update in spring 2012.

\$1,000,000 estimated construction cost.

CONTEMPLATED

Journal of Commerce

HWY 2 BRIDGE, ROAD

Hwy 2 - Tupper 4 Lane Upgrade 4 Lane Hwy, Bridge, Alberta Border to Dawson Creek on Hwy 2

Proposed four-laning projects includes a bridge at Tupper Creek, twin multi-plate culverts at Tupper Creek, Tupper Creek channel modifications, protection and enhancements, a multiple north of 191st Rd, at LKI Km 5.93 Hwy 52 intersection, 191st Intersection, 192nd Intersection and other public and private road intersection improvements.

\$3,000,000 estimated construction cost.

CONTEMPLATED

Journal of Commerce

HWY 29 BRIDGE & ROADWORK

Highway 29 Relocation, near Fort St John

Proposed relocation of Hwy 29 associated with the Site C Project; details to be defined

\$5,000,000 estimated construction cost.

CONTEMPLATED

Journal of Commerce

ENERGY & MINES

OIL & GAS SALES

British Columbia attracted approximately \$15 million at its November 2011 land sale. The sale featured 9220 hectares exchanging hands at an average price of \$1625. The same sale in 2010 generated \$1.1 million in bonus bids on 5053 hectares at \$221.13 per hectare.

November 2010- \$1.1 million
 November 2009 \$19.9 million
 November 2008 \$114.95 million
 November 2007 \$54.95 million
 November 2006 \$6.84 million
 November 2005 \$58.31 million
 November 2004 \$11.80 million
 November 2003 \$22.23 million
 November 2002 \$32.8 million
 November 2001 \$20.62 million
 November 2000 \$10.22 million
 November 1999 \$9.1 million
 November 1998 \$3.9 million
 November 1997 \$13.8 million

BC Government News Release

ALTAGAS PURCHASES PACIFIC NORTHERN GAS

The British Columbia Utilities Commission has granted **AltaGas Ltd.'s** wholly-owned subsidiary, **AltaGas Utility Holdings (Pacific) Inc.**, approval for the acquisition of the issued and outstanding common shares of **Pacific Northern Gas Ltd.**

The BCUC also granted approval to PNG to register a transfer of the issued and outstanding common shares of PNG to AltaGas Utility Holdings.

On Oct. 31, 2011, AltaGas announced it entered into a definitive agreement with PNG pursuant to which AltaGas will indirectly acquire all of the issued and outstanding common shares of PNG for \$36.75 cash per PNG share, pursuant to a statutory plan of arrangement under the Business Corporation Act (British Columbia).

The proposed transaction remains subject to other customary conditions including approval by at least two-thirds of the votes cast at a special meeting of PNG shareholders to be held on Dec. 12, 2011, and by a majority of the "minority" shareholders voting at the meeting, followed by and subject to the approval of the Supreme Court of British Columbia.

JuneWarren Nickle's Energy Group

NEXEN

Nexen Inc. has reached an agreement with a consortium led by Japanese oil and natural gas producer **INPEX CORPORATION** to develop shale gas in the Horn River, Cordova and Liard basins of northeast British Columbia.

Nexen said the partners will investigate the feasibility of a potential downstream project -- including LNG exports.

Nexen agreed to sell a 40 per cent working interest in its northeast BC assets for \$700 million and will remain the operator. Half of the price will be paid at the outset and the rest will be capital carry.

Depending on economic conditions, the partnership will appraise and develop the resource after the deal closes. The 18-well pad Nexen is currently drilling is expected to be completed in the fourth quarter of 2012, increasing gross production volumes to peak rates of about 155 mmcf a day in early 2013.

INPEX currently has 71 oil and gas projects in 26 countries, making it Japan's biggest oil and gas exploration and production company. It has exploration, development and production activities around the globe with production of more than 400,000 bbls of oil equivalent.

JuneWarren Nickle's Energy Group

PROGRESS ENERGY RESOURCES

Natural gas producer **Progress Energy Resources Corp.** is budgeting about \$465 million in 2012 on development of its North Montney resource base in British Columbia and light oil play in Alberta's Deep Basin.

The Calgary-based energy firm said it's targeting average production of 50,000 to 52,000 barrels of oil equivalent per day in 2012, to exit the year with production rates of about 58,000-60,000 boe/d.

The company said it will spend about \$430 million to develop the North Montney resource base, including about \$50 million earmarked for a joint venture program with Malaysia's state-owned **Petronas**.

Progress will spend about \$35 million on the Deep Basin and drill six to eight wells in the area's Dunvegan light oil play.

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ENERGY & MINES

SKILLED RIG WORKER SHORTAGE

Growth in the oil drilling industry will continue to be hampered by a shortage of skilled workers needed for an expanding fleet of rigs, the Canadian Association of Oilwell Drilling Contractors said in its latest forecast.

Drilling is expected to increase only marginally next year despite strong oil prices, rising one per cent year-over-year — virtually the same as conditions in 2011, the association said.

The greatest limiting factor when examining overall utilization rates will be the shortage of skilled rig workers.

The industry suffered a great loss of skills and knowledge during the downturn of 2009 and it has struggled to attract these experienced workers back.

Adding to the difficulty posed by a weakened workforce, the oil drillers' group said it is also seeing a trend in which many skilled general workers are pursuing specialized positions in directional drilling.

The association said it expects the number of rigs at work in Western Canada's oilfields to rise by 15 in the first quarter, reaching a total of 840 by the end of 2012. The number of oil and gas wells operating during the year is forecast to remain stable at 12,672.

With the increasing complexity of the wells and the associated time to drill them, as well as shortage of experienced crews, the association does not anticipate a significant increase in the well count for 2012.

The driller's group said it now expects 2011 to have seen 55 per cent rig utilization, with an average of 443 rigs working about 39,767 days and a well count around 12,555.

© The Canadian Press, 2011

ARC RESOURCES

ARC Resources Ltd. plans record capital expenditures of \$760 million in 2012, up from \$730 million this year, with \$660 million (87 per cent) spent on oil and liquids-rich gas projects to capitalize on the strength of crude oil prices.

Based on 2012 budget projections, ARC will drill approximately 195 (182 net) wells on its operated properties, with 179 wells targeting oil, 13 wells targeting liquids-rich natural gas and three wells targeting dry natural gas.

The company will be targeting oil and liquids-rich gas opportunities at Ante Creek and Pembina in Alberta, Parkland in British Columbia, Goodlands in Manitoba and various properties in southeast Saskatchewan.

It expects to achieve a year-over-year production increase of approximately 12 per cent to 92,500 bbls of oil equivalent per day, including an estimated 15 per cent growth in liquids production.

On ARC's non-operated properties the company anticipates its partners will drill 44 (six net) wells with ARC's share of expenditures to be approximately \$51 million. The non-operated activity will be dominated by oil drilling activity in the Swan Hills area of Alberta, Weyburn and Star Valley in Saskatchewan, and gas drilling activity in the Montney area of northeast British Columbia.

ARC's natural gas drilling budget will be limited to \$15 million to drill three gross operated (three net) dry gas wells, including two which are to be drilled to retain lands. ARC also will spend \$48 million on natural gas infrastructure for the construction of gas plants at Ante Creek and Sunrise to alleviate capacity constraints and set the stage for long-term growth.

Approximately \$400 million of the total capital budget will be spent to maintain current production levels, while the remainder will be directed towards growth projects. ARC's strong hedge position and available credit capacity will provide it with the ability to internally finance the growth component of the budget.

Exploration expenditures account for seven per cent of the budget and will be directed towards identification of future growth areas targeting large resource opportunities.

At Tower, ARC has budgeted \$43 million for the drilling of seven horizontal wells in the liquids-rich region northwest of the main Parkland pool. The company will drill and complete three wells in the Tower region in 2011. Test results from the first two wells were encouraging, and work is being done to tie in the wells to determine the productive potential of this area. In 2012, ARC will focus on further testing of the productive capacity in the liquids-rich Tower area. ARC is currently working towards bringing the three wells on production by the end of this year.

(Continued on page 21)

ENERGY & MINES

ARC RESOURCES

(Continued from page 20)

At Attachie in northeast British Columbia, ARC plans to drill two horizontal gas wells in 2012 with the goal of establishing and tying in pilot production in this area to assess the long-term deliverability. ARC's first well tested 10 mmcf per day with 30 bbls of liquids per mmcf over five days. Two more horizontal wells have been drilled in 2011 and will be completed by year-end.

ARC has drilled and tested gas in three different layers within the Montney formation at the Sunrise property, directly west of Dawson. Sunrise currently produces 22 mmcf per day of natural gas consisting of 15 mmcf per day of operated production flowing through a third party processing facility and seven mmcf per day of non-operated production.

During 2011, horizontal wells into all three of the zones were drilled, completed and brought on production. The opportunity to flow gas from all three zones through a third party facility has enabled ARC to experiment and optimize its well fracturing design before implementing a full scale development drilling program in anticipation of filling the planned 60 mmcf per day Sunrise gas plant.

ARC will drill one horizontal gas well at Sunrise in 2012 into the Upper Montney and expects to maintain current production levels at approximately 22 mmcf per day. The 2012 budget also includes funding for the start of construction on the 60 mmcf per day Sunrise gas plant, currently slated to be onstream in the fourth quarter of 2013.

With three wells drilled in 2011 and one horizontal well planned for 2012, ARC will continue to assess production information from all three layers within the Montney formation: the two zones of the Upper Montney and the Lower Montney. This will provide valuable information as ARC plans for future development of this large gas resource.

ARC's Dawson property continues to outperform expectations with individual well production remaining flat at a restricted rate of five mmcf per day for longer than expected. The company currently has 18 completed horizontal wells that are not on production as all facilities are operating at capacity. It will use this well inventory to maintain production at 165 mmcf per day in 2012, without additional horizontal drilling. ARC will drill one vertical gas well at Dawson in 2012 to hold acreage that would otherwise expire.

The production target for 2012 of 90,000 to 95,000 boe per day is comprised of approximately 40 per cent crude oil and natural gas liquids and 60 per cent natural gas. Despite limited natural gas drilling in 2012, including only one well planned at Dawson in 2012, ARC expects year-over-year natural gas production to increase 10 per cent in 2012 to between 330 mmcf per day and 350 mmcf per day.

The company said it will continue to watch for opportunities to protect 2012 and 2013 cash flow and will take positions in natural gas and/or crude oil at levels that will provide significant certainty on rates of return.

JuneWarren Nickle's Energy Group

GRANDE CACHE COAL

Canadian coal miner **Grande Cache Coal Corp.** has agreed to a takeover bid from two Asian companies worth about \$1-billion.

The two buyers are Hong Kong-based **Winsway Coking Coal Holdings Ltd.** and Japanese firm **Marubeni Corp.** Winsway supplies coking coal to China's steel industry, while Marubeni is a large commodity trading house.

The takeover comes amid very strong prices for metallurgical (or coking) coal, which is used by steelmakers to fire their blast furnaces. High-grade coking coal is selling for more than US\$250 a tonne because of supply constraints and solid demand.

China is the most important source of coal demand today, and the Winsway acquisition secures supply for the Asian powerhouse from a reliable, low-risk source in Canada.

Grande Cache's operations are in the Smoky River Coalfield in Alberta, where it has been producing coal since 2004. The company sold 1.55 million tonnes of coal in its fiscal 2011 year, which ended on March 31.

If successful, this deal would represent one of the largest Asian investments in Canada's resource sector. These acquisitions are often controversial, and this one could get a careful review by regulators.

Globe & Mail

ENERGY & MINES

COAL MINES

Premier Christy Clark announced financing worth \$1.36 billion for two major investments which will eventually create over 6,700 jobs.

The first investment is by the **Canadian Kailuan Dehua Mines Co., Ltd.**, which is a partnership formed in July 2010 and includes the **Kailuan Group Co., Ltd, Shougang Group and Canadian Dehua International Mines Group Inc.** Canadian Kailuan Dehua Mines Co., Ltd. is planning to develop the Gething Coal mine, 25 kilometres south of Hudson's Hope.

"The construction of Gething Project will bring benefits to other industries in B.C. as well, such as building materials industry, machinery and maintenance industry. We will continue to cooperate with local government, community, First Nations and all stakeholders to contribute to B.C.'s economy," said Mr. Nie Baozhong, General Manager of Canadian Kailuan Dehua Mines Co., Ltd.

The total investment is estimated by the company to be \$860 million. Construction is scheduled to begin in about two years after the environmental assessment, permits and First Nations and community consultation are complete. The coal mine should have a mine life of over 40 years and the company projects a production rate of two million tonnes of washed coal per year. According to Canadian Kailuan Dehua Mines Co., Ltd., the construction of Gething Project will create 773 long-term direct jobs, along with another 4,000 indirect jobs.

The second investment is by the **Shandong Energy Feicheng Mining Group Co. Ltd. and Canadian Dehua International Mines Group Inc.** These companies have signed a co-operation agreement and will commit \$500 million to the project in its early phase. The companies estimate that this partnership will create economic opportunities and over 2,000 jobs for local communities during construction and development of the project.

Government of BC

CARDERO RESOURCE GROUP

Vancouver-based **Cardero Resource Group** announced a deal that will see it acquire 100 per cent of the Trefi Metallurgical Coal deposit in the Peace River Coal field near Chetwynd.

The deposit is comprised of 15 coal licenses and three license application areas totalling 9,437 hectares located about 30 kilometres southeast of Chetwynd. Under the terms of the deal, Cardero will initially pay \$3.5 million in cash, as well as buy 500,000 common shares and warrants to buy another one million shares at a price of \$1.40 per share for 18 months after closing an exchange for a 50 per cent stake in the of **Trefi Coal Corporation**, a wholly owned subsidiary of **Anglo Pacific Group PLC**. Once a bankable feasibility study is complete and if Cardero decides to move ahead with the project, the company will pay an additional \$5 million and purchase an additional one million shares for the remaining stake in Trefi.

Demand for steelmaking coal in Asia, and particularly China, is driving the recent flurry of activity in the coal fields of northeast British Columbia, including some recent acquisitions. For example, back in April, U.S.-based **Walter Energy Inc.** completed its \$3.2 billion (US) acquisition of Vancouver-based **Western Coal Corp.**

www.mile0city.ca

ENERGY & MINES

TALISMAN ENERGY

Talisman Energy Inc. reported its operating and financial results for the third quarter of 2011.

In North America they continue to ramp up shale activity and are now operating 30 rigs. Their shale volumes have doubled over the past year, and they expect to average 490 mmcf/d of shale production for 2011.

In North America, the company continues to focus on the development of high-quality shale plays in the Eagle Ford, Marcellus and Montney, as well as liquids-rich opportunities within the Canadian conventional portfolio. Capital spending was \$629 million during the quarter, of which 80% was related to shale activities.

Shale production doubled year over year and will account for more than half of North American production volumes at year end. In the fourth quarter, Talisman is ramping up shale activity, currently operating 30 rigs, leading to expected shale production of approximately 490 mmcf/d for 2011, up 125% from 2010.

In the Montney, the company has 11 rigs actively drilling in the Farrell Creek area and is on track to meet its full-year production guidance of 50-60 mmcf/d from this region. During the quarter, the Farrell Creek facility was expanded to handle 180 mmcf/d of throughput.

In the Duvernay shale, the company is currently drilling its first horizontal pilot well.

www.talisman-energy.com

ENCANA SELLS ASSETS

Encana Corp.'s 2011 asset sale account jumped to \$3.5 billion on the sale of two Canadian natural gas plants to **Veresen Inc.** for US\$910-million.

The plants serve the Cutbank Ridge area and include its Steeprock plant in northeast British Columbia and its Hythe plant in northwest Alberta, along with compression and associated gathering pipelines.

Encana has been under pressure to sell assets after a \$5.4-billion joint venture deal with **PetroChina Co. Ltd.** to develop northeast B.C.'s gas plays was abruptly cancelled earlier this year.

"This sale agreement marks the conclusion of the major components in our 2011 divestiture program, which, upon closing of all transactions, will result in proceeds of about \$3.5 billion US," said Randy Eresman, Encana's president and chief executive, in a news release.

Research analyst Kam Sandhar of Peters & Co. said Encana got a good price for the Cutbank Ridge assets.

The Cutbank Ridge midstream assets include approximately 516 million cubic feet per day of natural gas processing capacity from the Hythe and Steeprock natural gas processing plants and about 370 kilometres of pipelines.

The deal is huge for Calgary-based Veresen, representing about 20 per cent of its enterprise value of about \$5 billion, said president and CEO Stephen White.

Veresen's risk is mitigated by a long-term take-or-pay midstream services deal, under which Encana must provide throughput averaging 370 mmcf/d, representing 72 per cent of capacity.

Eresman said proceeds from non-core asset sales are expected to supplement cash flow generation, strengthen the company's balance sheet and provide financial flexibility.

He said Encana will use the proceeds to reinvest in its core business of developing natural gas and growing liquids production, noting the company has spent about \$770 million this year in future growth opportunities.

Earlier this year, Encana sold the Fort Lupton natural gas plant in Colorado for \$300 million, the Peceance midstream assets in the same state for \$590 million, the Cabin gas plant in B.C. for \$215 million and producing properties in North Texas for \$975 million, all figures in U.S. dollars.

The Steeprock plant is located approximately 50 kilometres south of Dawson Creek, B.C. and about 10 kilometres west of the Hythe plant, in Alberta.

Financial Post

ENERGY & MINES

ACTIVE OIL RIGS — PEACE LIARD

<http://www.bcogc.ca/>

November 29, 2011

The following are the names, addresses and numbers of rigs active in Northeastern BC.

There are 50 rigs drilling.

There are 9 rigs released.

Prep to spud 5 rigs.

Prepare to resume 0 rigs.

Company	Address	Fax #	Phone #	# of Rigs
Akita Drilling	2302-8th Street, Nisku AB T9E 7Z2	780-955-6726	780-955-6700	4
Beaver Drilling	2003 76th Avenue, Edmonton AB T6P 1P6	780-436-3630	780-436-6950	
Chinook Drilling	2550 300-5th Avenue SW, Calgary AB T2P 3C4	403-263-4015	403-269-2612	1
Ensign Drilling	2000-5th Street, Nisku AB T9E 7X3	780-955-7208	780-955-8808	6
Horizon Drilling	7803-39th Street, Leduc AB T9E 3B0	780-955-5056	780-986-7450	
Jomax Drilling	9411 37th Avenue, Edmonton AB T6E 5N4	780-462-4742	780-462-4740	3
Nabors Drilling	Box 1006, 902 20th Avenue, Nisku AB T9E 7Z6	780-955-5277		8
Pantera Drilling	1103-7th Street, Nisku AB T9E 1R1	780-979-0237	780-979-0232	
Patterson-UTI Drilling Co Canada	1306 8th Street, Nisku AB T9E 7M1	780-955-7773	780-955-7777	3
Precision Drilling	1513-8th Street, Nisku AB T9E 7M1	780-955-7067	780-955-7922	7
Stoneham Drilling	7509 42 Street, Leduc AB T9O 0L2	780-986-2017	780-986-9789	3
Savanna Energy Services Corp	1800 311 6 Avenue Calgary AB T2P 3H2	403-503-0654	403-503-9990	
Trinidad Drilling	3059 - 4th Street, Nisku AB T9E 8L1	780-955-7527	780-955-2340	6

In November 2010, there were 48 rigs drilling, 08 rigs released and 02 rigs prepped to spud.
 In November 2009, there were 38 rigs drilling, 06 rigs released and 11 rigs prepped to spud.
 In November 2008, there were 64 rigs drilling, 15 rigs released and 09 rigs prepped to spud.
 In November 2007, there were 57 rigs drilling, 17 rigs released and 04 rigs prepped to spud.
 In November 2006, there were 52 rigs drilling, 10 rigs released and 15 rigs prepped to spud.
 In November 2005, there were 70 rigs drilling, 24 rigs released and 15 rigs prepped to spud.
 In November 2004, there were 54 rigs drilling, 14 rigs released and 21 rigs prepped to spud.
 In November 2003, there were 53 rigs drilling, 11 rigs released and 14 rigs prepped to spud.
 In November 2002, there were 29 rigs drilling, 10 rigs released and 16 rigs prepped to spud.
 In November 2001, there were 23 rigs drilling, 08 rigs released and 04 rigs prepped to spud..

FORESTRY

LUMBER PRODUCTION

Lumber production at sawmills in British Columbia rose 12.2% in August 2011 compared to the same month a year earlier. At Coastal mills, output surged ahead by more than one-quarter (+26.9%) while Interior mills saw production jump by one-tenth (+10.4%). Total shipments of sawn lumber were up 9.2%.

Nationally, lumber production inched ahead 0.8%. While output was up sharply in BC, mills in Quebec, the country's second largest producer of lumber, registered a significant slowdown (-22.2%). *Data Source: SC Cat. no. 35-003-X*
BC Stats Infoline Issue 11-45 November 10, 2011



“We can stay home Christmas Eve! This year everyone is getting music, movies, and games they can download from my website!”