

Jobs Careers Information

NORTHEASTERN REVIEW

2011

SEPTEMBER



10 Commandments of
Workplace Dress
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*ABOUT
NORTHEASTERN BRITISH COLUMBIA*

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Lumber Production

TEN NEAT THINGS ABOUT FALLING LEAVES

2. Get growing with sunlight.

Photosynthesis means “putting things together with light”. Chlorophyll, the green pigment we see in leaves, is the vector for turning sunlight, water from the tree roots and carbon dioxide from the air into oxygen and glucose for plant energy and as building blocks for growth. In other words, chlorophyll absorbs energy from light and transfers the energy to the plant.

2. Who turned out the lights?

The reduction of light as we head into fall is one of the triggers to shut down the food manufacturing. When this happens, the chlorophyll begins to disappear from the leaves, leaving behind the other colours, such as yellow, orange and brown, that have been there all along.



Alberta Gardener

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			

In September 2011 the unemployment rate in BC is 7.3% and 5.8% in Alberta. In September 2010 the unemployment rate in BC was 7.8% and 6.5% in Alberta.

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

LABOUR FORCE

British Columbia's unemployment rate inched up to 7.5% (seasonally adjusted) in August, as a drop in the number of jobs (-0.3%, or -6,000) was accompanied by next to no change (+0.0%, or +1,100) in the number of people who were either working or looking for work. BC's unemployment rate was slightly above the national average (7.3%) and remained the highest among the western provinces. It was three percentage points higher than the lowest rate in the country (Saskatchewan's 4.5%). Manitoba (5.4%) and Alberta (5.6%) had the next lowest unemployment rates, while BC was ranked fourth (along with Ontario) among the provinces. The participation rate remained stable in August, with 64.8% of the working age population (15 and older) in the labour force. Data Source: Statistics Canada

Among the regions, jobless rates ranged from 4.2% (3-month moving average, unadjusted) in Northeast to 9.5% in Kootenay. Unemployment rates were down in Vancouver Island/Coast, Thompson-Okanagan and Northeast, but climbed in all other regions. Data Source: Statistics Canada & BC Stats

BC Stats Infoline Issue 11-36 September 9, 2011

WAGES, SALARIES & BENEFITS

Wages, salaries and benefits earned by workers in British Columbia rose 1.0% (seasonally adjusted) during the second quarter. The increase in labour income in BC was slightly ahead of the national average (+0.6%). Alberta (+1.8%) posted the strongest growth, followed by both Manitoba (+1.2%) and Newfoundland & Labrador (+1.1%). Ontario (+0.2%) and Quebec (+0.1%) registered the weakest gains in wages & salaries, only marginally higher than in the previous quarter. Data Source: Statistics Canada

BC Stats Infoline Issue 11-35 September 2, 2011

WEEKLY EARNINGS

Average weekly earnings for non-farm payroll employees in British Columbia fell 2.0% (seasonally adjusted) in July. Nationally, average weekly earnings inched ahead 0.1% despite three provinces, BC (-2.0%), Alberta (-1.5%) and Quebec (-0.5%), reporting weaker earnings. Newfoundland and Labrador (+2.1%) and Saskatchewan (+1.9%) posted the largest increases. Data Source: Statistics Canada

BC Stats Infoline, September 30, 2011, Issue 11-39

INTRODUCTION

THE FINANCIAL WELL-BEING OF THE SELF-EMPLOYED

By Sébastien LaRochelle-Côté and Sharanjit Uppal

The median household income of the self-employed as a group was 81% that of paid employees in 2009. However, income levels varied across self-employment categories. By most measures, the self-employed owners of incorporated businesses reported a larger household income than paid employees, while the unincorporated had a lower median income.

Because the personal finances of the self-employed often interact with business finances, it is important to examine other indicators of financial well-being, including wealth accumulation.

The self-employed were wealthier than paid employees. At \$520,000, the median net worth of the self-employed—the difference between household assets and liabilities—was 2.7 times that of paid employees (\$195,000). The self-employed not only reported higher levels of business assets, but also higher tangible assets.

With greater wealth to manage, the self-employed were more likely to be knowledgeable about finances, having had more correct answers, on average, to a series of questions used to gauge financial capability.

Although fewer of the self-employed reported that they were financially preparing for retirement, the majority (about 75%) were fairly or very confident that their retirement income would be sufficient to maintain their living standards. This compared to a figure of 69% among paid employees.

At equal income levels, household spending differed little between paid workers and the self-employed.

Statistics Canada Perspectives on Labour & Income September 2011 <http://www.statcan.gc.ca/pub/75-001-x/75-001-x2011004-eng.htm>

LABOUR FORCE INFORMATION

August 2011

Employment was little changed for the second consecutive month in August and the unemployment rate edged up 0.1 percentage points to 7.3%.

In the past 12 months, employment has grown by 1.3% (+223,000), primarily in Ontario and Alberta, and among private sector employees. Over this period, full-time employment increased 2.2% (+300,000), part-time work declined 2.3% (-77,000) and total actual hours worked rose by 2.6%.

In August, there were employment losses in construction; transportation and warehousing; and natural resources. These declines were offset by an increase in health care and social assistance.

Employment increased in Nova Scotia in August, while it declined in Newfoundland and Labrador and Saskatchewan.

There were employment increases among people aged 25 to 54, but these gains were offset by losses among those aged 55 and over.

This summer, the average unemployment rate for students aged 15 to 24 was 17.2%, slightly above the rate of 16.9% recorded in the summer of 2010. In comparison, the rates in the summers of 2006 to 2008 were below 14%.

Declines in several industries

Employment in construction fell by 24,000 in August. Compared with 12 months earlier, however, employment in this industry is up 3.0% (+37,000).

In transportation and warehousing, employment declined by 14,000. Despite the loss in August, this industry has posted the highest growth rate of all industries at 6.3% (+51,000) in the past 12 months.

Employment in natural resources declined for the second consecutive month in August, down by 12,000. With these recent declines, employment is 26,000 below its level of August 2010.

In health care and social assistance, employment rose by 50,000 in August, more than offsetting the decline in July. This industry has grown by 2.9% over the past 12 months, continuing a long-term upward trend.

Employment in manufacturing was little changed in August. Over the past 12 months, employment in the industry has risen by 40,000 (+2.3%).

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LABOUR FORCE INFORMATION

(Continued from page 4)

Provincial summary

Employment declined by 3,400 in Newfoundland and Labrador in August, leaving employment up slightly from 12 months earlier (+0.7%). As more people searched for work in August, the unemployment rate increased by 1.8 percentage points to 13.7%.

In Saskatchewan, employment declined by 3,000 in August. The unemployment rate fell 0.4 percentage points to 4.5%, as fewer people participated in the labour market. Employment levels in the province were down 0.5% compared with 12 months earlier.

Employment increased by 4,100 in Nova Scotia, pushing the unemployment rate down 0.6 percentage points to 8.9%. Compared with 12 months earlier, employment is up 0.6%.

In Quebec, while employment was little changed in August, the unemployment rate increased by 0.4 percentage points to 7.6%, the result of more people searching for work. Over the past 12 months, employment increased by 1.0%, lower than the national average of 1.3%.

There was little employment change in Alberta and Ontario in August, and their unemployment rates remained unchanged at 5.6% and 7.5%, respectively. However, over the year, both Alberta and Ontario had employment growth above the national average, with Alberta leading the way at 4.2% (+86,000) and Ontario posting the second highest growth rate of 1.5% (+102,000).

Increases among core-aged workers offset by declines among older workers

Employment increased among workers aged 25 to 54 years in August, up 23,000. This brings employment gains from 12 months earlier to 116,000 (+1.0%).

Employment declined by 25,000 among workers aged 55 and over. Despite this decline, employment for this age group was up 3.2% (+94,000) in the past 12 months.

Employment among youths aged 15 to 24 was little changed in August, with employment 0.6% (+14,000) higher than in August 2010.

Summer labour market for students

From May to August, the Labour Force Survey collects labour market information about young people aged 15 to 24 who were attending school full time in March and intend to return to school in the fall. The published estimates are not seasonally adjusted; therefore, comparisons can only be made on a year-over-year basis.

This summer, the average unemployment rate between May and August for students aged 15 to 24 was 17.2%, slightly above the rate of 16.9% recorded in the summer of 2010. In comparison, the rates in the summers of 2006 to 2008 were below 14%.

Compared with the previous summer, the unemployment rate was virtually unchanged for 17 to 19 year-olds and for 20 to 24 year-olds, at 16.4% and 10.3%, respectively. However, the unemployment rate of 15 to 16 year-olds was 30.7%, up 2.6 percentage points from the summer of 2010.

The average number of hours worked at all jobs during the summer of 2011 by students aged 15 to 24 was 24.0 hours per week, slightly higher than for the summer of 2010 at 23.7 hours and among the lowest since data were first collected in 1977.

<http://www.statcan.gc.ca/daily-quotidien/110909/dq110909a-eng.htm>

NEAT THINGS ABOUT FALLING LEAVES

3. So how do the leaves drop?

The cooler temperatures and lack of sunlight stimulate a hormone to be sent to the tree leaf stem, causing the formation of a cork-like substance (called the abscission layer) between the stem on the twig it's been holding onto. This separates the two. At this point, all it takes is a little breeze and the leaf falls.



Alberta Gardener

INTRODUCTION

PAYROLL EMPLOYMENT, EARNINGS & HOURS

July 2011 (preliminary)

In July, average weekly earnings of non-farm payroll employees increased 0.1% from the previous month to \$872.70. On a year-over-year basis, average weekly earnings grew by 2.2%. This was the slowest earnings growth since January 2010.

The 2.2% year-over-year growth in average weekly earnings 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.

The decrease in the average hours worked per week contributed to the slower growth in earnings in July. The average workweek declined from 33.0 hours in July 2010 to 32.8 hours in July 2011, down 0.6%, with fewer hours worked across the goods and services sectors. Compared with the previous month, average weekly hours were down 0.3%.

Average weekly earnings up in every province

Average weekly earnings rose in every province in the 12 months to July, led by Newfoundland and Labrador. The slowest growth was in British Columbia, Nova Scotia and Ontario.

In Newfoundland and Labrador, average weekly earnings in July amounted to \$879.70, up 6.2% from July 2010. Newfoundland and Labrador has recorded year-over-year growth in earnings above the national average every month since December 2010.

Average weekly earnings by industry

Year-over-year growth in average weekly earnings exceeded the national average of 2.2% in four of Canada's largest industrial sectors: retail trade; professional, scientific and technical services; public administration and construction. At the same time, earnings declined in both manufacturing and accommodation and food services.

The fastest rate of growth in average weekly earnings occurred in retail trade in July. Earnings in this sector rose by 4.4% to \$524.51, with increases spread across several industries.

The second fastest rate of increase was in professional, scientific and technical services, where average weekly earnings rose by 3.3% to \$1,217.30 in the 12 months to July. This sector has seen steady earnings growth since September 2008 (see the "Sector profile" section of this release).

Non-farm payroll employment by sector

In July, non-farm payroll employment rose by 36,300. In the 12 months to July, the number of payroll employees has increased by 231,600 (+1.6%).

The monthly increase was spread across a number of sectors, including educational services; construction; administrative and support services; health care and social assistance; accommodation and food services; and professional, scientific and technical services. At the same time, there were declines in public administration as well as retail trade.

On a year-over-year basis, the fastest job growth was in mining, quarrying, oil and gas extraction, where payroll employment increased by 8.5% (+16,000). Most of this growth, however, occurred over the first eight months of the period, with employment in the sector edging down since April 2011.

Since July 2010, there was also above-average growth in the number of employees in construction (+3.8%); professional, scientific and technical services (+2.5%); health care and social assistance (+2.2%); and public administration (+1.7%).

Sector profile: Professional, scientific and technical services

From time to time, this release profiles an industrial sector with a notable trend in earnings, hours or employment. The profile for July 2011 examines the professional, scientific and technical services sector because of its trend of faster-than-average growth in earnings and employment over the past two years.

In July, 778,800 employees worked in professional, scientific and technical services, making it the eighth largest sector. Architectural, engineering and related services accounts for the largest share (24%), followed closely by computer systems design and related services (21%). Others include: accounting, tax preparation, bookkeeping and payroll services; management, scientific and technical consulting; legal services; scientific research and development; as well as advertising, public relations and related services.

Like many sectors, professional, scientific and technical services experienced a notable decline during the 2008/2009 economic downturn. After hitting an employment peak in October 2008, the number of employees in that

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INTRODUCTION

PAYROLL EMPLOYMENT, EARNINGS & HOURS

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sector fell 5.3% until September 2009, a much steeper decline than the 2.4% decrease for all sectors combined. Most of the industries within this sector had job declines during the downturn, with the exception of scientific, research and development services and legal services.

From September 2009 to July 2011, payroll employment in professional, scientific and technical services grew by 4.7%, almost returning to its pre-downturn levels. This compares with overall payroll employment growth of 3.2% over the same period.

Over the previous 12 months, the most notable job gains within this sector have been in architectural, engineering and related services (+7.4%); advertising and public relations (+4.6%); and computer systems design and related services (+3.8%). At the same time, there were declines in scientific research and development services (-2.8%) and management, scientific and technical consulting (-2.7%).

Average weekly earnings in the professional, scientific and technical services sector have been increasing steadily since 2008. In July 2011, average weekly earnings of \$1,217.30 were the third highest among all sectors, following mining, quarrying, oil and gas extraction as well as utilities.

In the 12 months to July, earnings in professional, scientific and technical services grew by 3.3%, with the largest growth in management, scientific and technical consulting; and architectural, engineering and related services and "other" professional, scientific and technical services.

Average weekly hours worked by employees in professional, scientific and technical services declined by 0.8% to 35.4 hours in July from 35.7 hours 12 months earlier. The average workweek in this sector was above the all-sector average of 32.8 hours in July.

<http://www.statcan.gc.ca/daily-quotidien/110929/dq110929a-eng.htm>

NEAT THINGS ABOUT FALLING LEAVES

4. Some years, the leaves just don't know when to, uh, leave.

Sometimes after an early freeze, we'll get a bit of hot weather and the leaves may be tricked into starting up photosynthesis again. Then, suddenly, it freezes again and the leaves don't have time to go through the normal shedding process. This can result in the freeze-dried leaves hanging on through the winter.

5. That regurgitated food is nutritious.

Fallen leaves are a great resource for your lawn and garden, not to mention your trees. Even though the leaves look sere and dry, they are still full of nutrition — at least 50% of what was there when they were fresh and still growing. Chop them up with your lawnmower and leave the bits on the lawn over winter or pile them on your veggie garden or store them in plastic bags with a bit of water and a few holes plus a bit of black soil, all of which will help the leaves turn into black gold to be spread on your perennial beds this spring.

6. Don't spread disease.

Discard the leaves with black spots or other fungal disease. And don't use leaves from walnuts or other members of the juglones family. They contain unfriendly chemicals. In spite of rumours to the contrary, oak leaves are high in nutrients but break down slowly. Shred them with the mower.

7. Evergreen leaves are also nutritious.

Use evergreen leaves as mulch in areas where the soil is high in clay. They will help to condition your soil by adding a touch of acidity. A layer of leaves under the trees will also help prevent weeds from germinating thanks to the chemical effect of some leaves and their ability to delay the germination of competitors.



CAREERS & JOB SKILLS

9 SURPRISINGLY CREATIVE JOBS

Rachel Farrell, Special to CareerBuilder.com

When you think of jobs for "creative" people, positions like actor, designer, author or artist may come to mind. But there are a lot of jobs out there that can satisfy a creative yearning.

Here are nine unsuspecting jobs for people who like to be a little crafty in their trade:

Teacher

Although teachers do have some structure in their classrooms, they also get quite a bit of freedom. Teachers can be original when it comes to their lesson plans and activities for their children, as well as in classroom traditions.

Computer applications software engineer

Computer applications software engineers develop and create software programs. And especially in today's digital world with smart phones, smart tablets and electronic reading devices, computer applications software engineers have more creative freedom than ever.

Landscape architect

Landscape architects get (somewhat) free reign over designing gardens, public parks and playgrounds, residential areas, college campuses, shopping centers, golf courses and even backyards. They get to design these areas to be not only functional, but beautiful.

Interior Designer

Interior designers satisfy their innovative tendencies by choosing how to make a space beautiful. From picking paint colours to choosing finishes for floors and windows, they also recommend how to open a space or make it feel cozy.

Chef

We've all been to restaurants with unexpected items like bacon and avocado ice cream. There's even a few very successful TV show based on chefs competing and largely winning based on the creative dishes they concoct. As a chef, you'll be able to stir up your creative juices -- literally.



Advertising manager

Folks in this occupation get to put their creative juices to use generating advertising campaigns to spawn interest their client's products.

Mediator

While the primary role of a mediator involves the seriousness of the law, mediators must be able to find creative solutions to prevent people who would rather sue each other from going to court.

Graphic designer

Graphic design gives you the ability to be original in designs for ads, magazine layouts and websites. Be prepared for a little stifled creativity in your work, however, since some organizations have strict brand standards you'll need to adhere to.

Product manager

Product managers help design packaging and create brands for new products. They also redesign old brands and packaging to catch consumers' attention again.

CAREERS & JOB SKILLS

THINGS YOU SHOULD KNOW ABOUT THAT JOB INTERVIEW

By Diane Stafford

For all the weary job hunters out there, here is a hypothetical Reader's Digest version of "What HR People Won't Tell You About the Job Interview."

Among the tips:

- Find out everything you can about the company before the interview. Never ask: "Tell me about your company."
- Try to avoid cancelling an interview at all costs.
- Don't fall for tricks to reveal you have young children. Some managers don't want to hire people with child care worries.
- There's a bias against hiring fat people.
- Turn your cellphone off. Completely. No buzzing.
- Shake hands firmly.
- If the job includes weekend duty, be careful about talking about your church or religion. The manager may decide you won't be available.
- Don't interrupt the interviewer who talks about himself/herself.
- Be nice to everyone - the parking lot attendant, the receptionist, etc. They'll talk.
- Never tell the interviewer you were fired.
- Have an appropriate, job-related, short answer to "Tell me about yourself."
- Never give a former boss's name as a reference unless he or she will recommend you.
- Know how to pronounce the interviewer's name.
- Send a thank-you note a few days after the interview, not the next day.
- If they check your credit, a low score may eliminate you from consideration.
- If you don't hear back, call or write twice. After that, stop or you'll be annoying.
- You'll probably never learn the real reason you didn't get the job.

The Province

FIVE KEYS TO DEALING WITH CONFLICT

Postmedia News

Conflict doesn't have to be a part of your daily life - and can actually help resolve long-standing issues.

Tim Scudder, author of *Have a Nice Conflict* and a workplace consultant, says the secret is understanding the five keys to conflict and how to resolve them.

- **Anticipate:** When two or more people see things differently, there is the potential for conflict. If you can figure that out, you have a good shot at steering clear of it.
- **Prevent:** You need to prevent conflict in yourself sometimes too, and that might have more to do with choosing your perceptions than choosing your behaviours.
- **Identify:** There are three basic approaches in conflict: rising to the challenge, cautiously withdrawing, or wanting to keep the peace. When you can identify these approaches in yourself or others, you are able to handle the situation more productively.
- **Manage:** Managing conflict is about creating the conditions and empowering others to manage themselves out of the emotional state of conflict. It's also about managing yourself out.
- **Resolve:** To create movement toward resolution, it's necessary to show others a path back to feeling good about themselves.

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CAREERS & JOB SKILLS

10 COMMANDMENTS OF WORKPLACE DRESS

Beth Braccio Hering, Special to CareerBuilder

In a 2010 national poll conducted by the Center for Professional Excellence at York College of Pennsylvania, "appearance" ranked second only to "communication skills" when respondents named qualities most often associated with professionalism. "How an individual dresses for work can be a powerful extension of his personal brand," notes Matthew Randall, executive director of the CPE. "Clothes, accessories and even the footwear an employee chooses to wear help to reinforce (or diminish) his skills and qualities in the eyes of his employer, co-workers and clients."

Universal dress rules can't be set in stone since what is considered appropriate varies by workplace, field and what is happening on a given day. But if such a tablet were to be created, there's a good chance it would include the following:

1. Modesty is a virtue.

Get noticed for your great work, not your tight pants, overdone make-up, short skirt or cleavage-revealing shirt.

"Nothing undermines how you are perceived in business as leaving nothing to the imagination," says Chris Hauri, founder of Mirror Image, a Chicagoland-based image and identity consultancy.

2. Keep holy the Casual Friday.

Yes, the workweek is almost done -- the keyword being almost. "Casual Fridays are a recipe for fashion disasters," says Lizandra Vega, author of "The Image of Success: Make a Great Impression and Land the Job You Want." Don't jump the gun by wearing your weekend plans, whether that be catching some rays in a halter top and short shorts or cleaning out the garage in your college sweatshirt and cut-offs.

3. Thou shalt wear the right shoes.

Your feet should look prepared for work. Vega suggests skipping flip-flops and other open-toe shoes, while Hauri notes, "High high heels may be fashionable, but not for actually working. Image conveyed: I can't pitch in and do any work because I really can't walk in these things. Want to be a team player? Wear flats."

4. Honor thy leaders.

Not sure what is appropriate for Casual Friday or a client meeting? Look around. "The wisest employees often observe and take cues from the most respected individuals within their organization on what is appropriate workplace attire," Randall says.

5. Thou shalt not steal thy boss's tie.

Keep in mind that taking cues from those above does not mean replicating their wardrobe piece for piece. Instead of coming off as a lemming, find comparable styles, colors and accessories that work for you.

6. Control thy festiveness.

Wearing seasonal colors is one thing, looking like Santa's elf is another. Randall recalls a story about a co-worker who exuberantly over-accessorized her outfits to fit the holidays. "Her overzealousness caused her co-workers to snicker, and she became unofficially known as 'the walking calendar.' Moral of the story: Your workplace wardrobe should enhance your professional skills and qualities, not detract from them."

7. Remember the good book.

Whether questioning what constitutes an acceptable variation of a uniform or wondering about the company's stance on jeans, chances are the employee handbook has the answer. Still trying to decide if you should cover up a tattoo? Seek the advice of a trusted mentor, human resources representative or immediate supervisor.

8. Thou shalt notice what year it is.

Congratulations on taking such good care of your clothing that items from 1983 are still "fine" today. Now put these relics in the Goodwill box where they should have landed years ago. While one need not be a fashionista, looking outdated can give the impression of lacking fresh ideas.

9. Err on the side of caution.

Worried your Casual Friday outfit might be too relaxed or that a bright orange shirt might not be received well by a new client? Avoid the guesswork (and the corresponding nervousness) by making "safer" choices when in doubt.

10. Dress for the job thou wants.

A final tidbit: "My advice for everyone, no matter what age or gender, is to dress for the job you want, not the one you're in," Hauri states. "Unless you're happy with where you are, which is just fine."

Beth Braccio Hering researches and writes about job search strategy, career management, hiring trends and workplace issues for CareerBuilder. Copyright 2011 CareerBuilder.com

CAREERS & JOB SKILLS

10 CRITICAL STRATEGIES FOR LEADERSHIP SUCCESS

By Les Dakens and Judy Johnson, Ph.D.

We all face the same dilemma -- how to fight fires and attend to business demands, while keeping an eye on the horizon to position our organizations for future success.

From working closely with top corporate leaders over the years, we have compiled our own Top 10 list of the most critical strategies that are proven to work for successful leadership. The best part is that these are actions any leader can take -- in any company, of any size, in any industry.

1. **Manage your culture.** The behaviour of every employee, from the front line to the executive suite, is what makes a company successful. Employees' behaviour (what they say or do) is influenced by their direct manager at every level. Managers set standards, communicate, measure, and create consequences for people every day. The collective behaviour determines the workplace culture and performance. The majority of an organization's spirit, feel, and attitude stems from its leaders' behaviours.
2. **Measure what you value.** Do your employees know exactly what your company values? Most employees will do their jobs proudly and well when they know what their company values are. They may become confused if there are too many priorities, or if priorities conflict or are stated vaguely. Clearly define and state no more than five or six values. Then measure employees' performance against each one.
3. **Challenge and disagree -- but then make the decision.** Tap into everyone's ideas, and let them have their say -- this stimulates debate, fosters ideas, leads to better decisions, and generates buy-in. Challenge and disagree, but then make the decision and stand behind it and those who helped make it.
4. **Focus on what you directly observe.** If an employee is not performing, consider only what you actually see and hear in the workplace. It's tempting to ponder the employee's personal life or listen to hearsay, but most often, this is misleading.
5. **"Would you do it if your life depended on it?"** If someone is underperforming, ask, "Would they perform better if their life depended on it?" If they would, then the problem is poor motivation. Motivation is driven by consequences -- what happens as a result of behaviour. To encourage an employee to improve, manage the consequences to support their performance.
6. **Transition from good performers to great performers.** The difference between a good team and a great team is in a leader's ability to motivate -- to apply positive consequences. The best ways are through engagement, commitment, and the resulting pride of team members.
7. **Deal quickly with poor performers.** Some supervisors avoid conflict and won't deal with poor performers, leading to an eventual blowup and a lose-lose situation for everyone. By acting early, you can guide most people back on track through coaching and feedback.
8. **Get face to face.** Talking one on one, face to face, is the most effective way to influence someone. Receiving positive feedback from a supervisor in person is highly motivating. The best way for leaders to thank employees for their hard work is not money -- it's a simple handshake and a smile. The same is true when confronting poor performance. When you are face to face, the employee can't avoid the issue.
9. **Balance your consequences.** Consequences for behaviour can be positive, constructive, or missing altogether. Each consequence has its own effect on people. To build a positive relationship over time, provide a balance of consequences. A good rule of thumb is to provide four positive consequences (like praise) for each constructive consequence. Providing no consequences makes your leadership role ineffective, and the employee will rely on other consequences in the environment to encourage or discourage behaviour. This takes you out of the equation and leaves performance to chance.
10. **Manage the learning curve to lead better.** Intelligent, aggressive employees may seem farther along than they are, but a green employee can make fatal mistakes -- literally. Don't place people in roles they're not ready for -- help them stretch, but prevent them from breaking. Once you assess an employee as skilled and confident, you can coach for even higher performance.

These strategies will give you and your leaders the tools to keep an eye on the future of the business while fighting the day-to-day fires and creating an environment where employees feel engaged and valued . . . a win-win for all!

This article is adapted from Johnson and Dakens' recently published book, *SwitchPoints: Culture Change on the Fast Track to Business Success* (John Wiley & Sons, 2008).
Financial Post

CONSTRUCTION

Construction Permits for Fort St John

	August
Permits issued 2011	52
Single Family Dwelling	10
Mobile Home	11
Duplex	2
Multi-Family	1
Garage/Renovation	19
Commercial	7
Institutional	2
Industrial	
Monthly Permits	\$8,704,000
2011 Permits	\$311,079,000
2010 Permits	\$27,904,000
City of Fort St John	

BRIDGE REHABILITATION

Alaska Hwy

Work of this contract comprises the repair of deck delaminations, replacement of deck joints; replace bearings, approach roadway improvements and other miscellaneous repairs of eight bridges on the Alaska Highway, British Columbia. These sites are located between Fort St. John, B.C. and Watson Lake, Yukon and further identified as: Beaton River Bridge, km 232.8, Muskwa River Bridge, km 451.8, Kleido River Bridge, km 509.1, Steamboat Creek Bridge, km 515.3, Toad River Bridge, km 671.7, Trout River Bridge, km 732.6, Lower Liard River Bridge, km 763.3, and Hyland River Bridge, km 937.3. All work to be completed by December 15, 2011.

AWARD

Cortez Construction Ltd
 960 McMaster Way
 Kamloops BC
 Phone: 250-372-5950
 Fax: 250-372-5953
 \$616,436

Journal of Commerce

NORTHWEST TRANSMISSION LINE

BC Hydro has chosen a contractor to design and build the Northwest Transmission Line (NTL).

Two high-quality contractors in the team of Valard Construction and Burns & McDonnell have been selected to build and design the Northwest Transmission Line.

The proposed \$404 million project involves the construction of a new 287-kilovolt transmission line.

It will extend 344 kilometres from the existing Skeena substation south of Terrace to Meziadin Junction and north to a new substation near Bob Quinn Lake.

The team is responsible for the design, materials procurement and overall construction of the transmission line.

The project also includes new access roads, an upgrade to the existing Skeena substation and construction of the new Bob Quinn substation.

Construction is scheduled to begin shortly and be in service by December 2013.

During the construction period, the NTL is estimated to create up to 840 direct jobs.

The Tahltan Nation has voted in favour of an agreement with BC Hydro and the B.C. Government in April to ensure their members benefit directly from the construction of the transmission line.

The agreement addresses the direct impacts from construction of about 70 kilometres of transmission line within Tahltan territory, as well as provides benefits to the Tahltan in the form of cash and direct training, employment and sub-contracting opportunities.

The project will provide a secure interconnection point for energy generation projects and supply clean electricity to support future industrial developments in the area.

According to a 2008 report by the Mining Association of B.C., the NTL also has the potential to attract \$15 billion in new investment.

Potential customers for the transmission line include ten proposed new mines and seven proposed independent power projects.

These projects could generate up to 5,500 direct jobs and more than 18,000 indirect jobs over the next several decades.

Reed Construction Data

CONSTRUCTION

LIQUOR STORE ALTERATIONS

1020 Alaska Ave, Dawson Creek

Project consists of tenant improvements to the Liquor store in Dawson Creek.

AWARD

Summit Brooke Construction Ltd
104-31324 Peardonville Rd
Abbotsford BC V2T 6K8
Phone: 604-850-1111
Fax: 604-850-1276
\$515,000

Journal of Commerce

HOT-IN-PLACE RECYCLING

Peace River Regional District

Hot-In-Place Recycle for 19 kms (38.0 total lane kms) on Canyon Drive from the Junction of Highway 29N in Hudson's Hope to the WAC Bennett Dam.

AWARD

ARC Asphalt Recycling Inc
681 Athabasca St W
Kamloops BC V2H 1C5
Phone: 250-372-5343
Fax 250-851-9992
\$2,034,300

Journal of Commerce

BRIDGE WORK

Peace River RD

Replacement of two bridges (km 613.0 & km 616.5). Work under this Contract comprises replacement of bridge rails, curbs and bridge transition barriers for two bridges (113 Creek Bridge, km 613.0 & 115 Creek Bridge, km 616.5). It also includes repair of one missing diaphragm weld at 115 Creek bridge.

\$450,000 estimated construction cost.

AWARD

Cortez Construction Ltd
960 McMaster Way
Kamloops BC
Phone: 250-372-5950
Fax: 250-372-5953

Journal of Commerce

SLIDE STABILIZATION

Alaska Hwy

Work under this Contract generally comprises of the following but is not limited to: Construction of Counterfort (Trench) Drains including (16 total anticipated, subject to field verification during construction): Excavation, temporary stockpile, and disposal of surplus excavated materials; Supply, transport, placement, and compaction of Counterfort (Trench) Drain backfill material (Drain Rock); Supply and installation of geotextile (Geosynthetic Clay Liner); Placement of impermeable fill (excavated Unit 3 [Clay] and or Unit 4 [Till] material); Protection of existing utilities still in use; and Removal of abandoned utilities encountered within the excavation limits. Upgrades to existing roadway ditch including: Excavation of trench, stripping 0.3m, trim slopes, and disposal of surplus excavated ditch and side slope materials; Installation of CSP Perforated Drain Pipe; Excavating, loading, transport, placement, and compaction of backfill material (Pit-run Gravel); Supply and installation of geotextiles (Geosynthetic Clay Liner and Nonwoven Geotextile); Placement of impermeable fill (excavated Unit 3 [Clay] and or Unit 4 [Till] material); and Protection of existing utilities. Protection of existing utilities. Road shoulder repairs and placement of gravel shouldering. Hydroseeding of disturbed areas. Environmental protection. Force account work (if required). Supply and maintain of all traffic control for the duration of the works.

\$600,000 estimated construction cost.

AWARD

White Bear Industries
3998 Desjardins St, PO Box 669
Terrace BC V8G 5K1
Phone: 250-635-3169
Fax: 250-635-0987
\$589,688

Journal of Commerce

CONSTRUCTION

CHETWYND HOSPITAL ROOFING

Chetwynd Hospital & Health Centre

Project consists of Roof Replacement of the Chetwynd Hospital & Health Centre. The contractor shall furnish all labour, materials, and equipment necessary to remove and dispose of all roofing materials, flashings, etc., as required.

AWARD

D M Henderson Roofing Ltd
PO Box 328
Dawson Creek BC V1G 4G9
Phone: 250-782-3467
Fax 250-782-3117
\$386,144

Journal of Commerce

POMEROY SPORT CENTRE ALTERATIONS

Fort St John

Project consists of the partial demolition and renovation of the main floor of the Pomeroy Sports Facility, approximately 1,152 m² in floor area. The work includes fixed and demountable partitions, exterior and interior windows/screens, ceilings, flooring, and mechanical and electrical work.

LOW BID

Vector Projects Group Ltd
3-1414 Hunter Court
Kelowna BC V1X 6E6,
Phone: 250-763-1013
Fax 250-763-0734
\$1,500,000

Journal of Commerce

SEWAGE DISPOSAL FIELD

Halfway River First Nation

Project consists of Choonachee Community Sewage Disposal Field Replacement. The combined major items of works are: Supply and install new Septic Tank and Dosing Chamber and related appurtenances; Modifications to Existing Manifold; Supply and install new Manifold Piping, Lateral Piping, and related appurtenances; Connection to Existing Sewage Treatment and Disposal System; Site Restoration ; Supply and install new Manifold for Future Septic Field; and Modifications to Existing Septic Tank.

TENDERS CLOSED

Journal of Commerce

OVERHEAD DOORS & OPERATORS

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

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

NEAT THINGS ABOUT FALLING LEAVES

8. Leaves as fertilizer.

Chopping up fallen leaves and leaving the shreds where they fall is as good for the lawn as it is for the trees. While some leaves can be left to deteriorate and return their nutrients to the soil on their own, it's best to shred poplar and maple leaves with the lawnmower.

Alberta Gardener



CONSTRUCTION

SIERRA YOYO DESAN ROAD

Km 30-40 and Km 67-68 Upgrade

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

TENDERS DUE

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 DUE

Journal of Commerce

CSS SUNRISE SECURE LANDFILL PROJECT

Approx 15 km West of Dawson Creek

Proposed construction of a secure landfill which may include a storm water management system, a leachate management system, facility infrastructure (scale, scale house and equipment shop) and an access road.

\$2,000,000 estimated construction cost.

NEGOTIATED/PLANNING

Journal of Commerce

RIVERBANK PROTECTION

Tumbler Ridge

Project consists of supply and installation of riprap bank protection complete with pit-run gravels and non-woven geotextile for a reach of Flatbed Creek located adjacent to the District of Tumbler Ridge water supply well PW7. This contract also involves Optional Work to develop a swim area just upstream of the Flatbed Creek bridge.

TENDERS DUE

Journal of Commerce

GENERATING STATION ROOFING

Hudson's Hope

Project consists of upgrade to three adjoining roofing systems at Peace Canyon Generating Station. The roofs that require upgrading are of the Powerhouse, Control Centre and Visitor Centre. The Peace Canyon Generating Station is located in north central B.C. on the Peace River, 23 km downstream from GM Shrum Generating Station, and 128 km upstream from the B.C.-Alberta border.

TENDERS DUE

Journal of Commerce

SEPTIMUS TO YOUNGER PIPELINE

Taylor

Proposed construction of a 25 Km 16-inch diameter natural gas pipeline which will connect up to 250 million cubic feet per day (Mmcf/d) of additional supply to the AltaGas operated Younger Extraction Facility (750 Mmcf/d capacity) at Taylor, British Columbia.

\$30,000,000 estimated construction cost.

NEGOTIATED/WORKING DRAWINGS

Journal of Commerce

CONSTRUCTION

HERITAGE SECURE LANDFILL PROJECT

Approx 5 km South of Tupper

Proposed construction of a facility for the long-term containment of upstream oil and gas and other industrial waste streams. On-site facilities to include one cell that will be 245 x 250 m, which will contain approx 31,000 m³ (542,500 tonnes) of waste depending on the fill configuration used for the initial cell. Other on-site facilities will include a scale house/field office and a small lab; a small garage which will be used to conduct maintenance on the facility equipment and store supplies.

\$1,000,000 estimated construction cost.

NEGOTIATED/PLANNING

Journal of Commerce

THE PALISADES HOTEL

10715 101 St, Fort St John

Cast-in-place concrete structural frame, fuel fired heating system, construction of a 38-room hotel with one level of underground parking.

\$8,000,000 estimated construction cost.

PREPARING PLANS

Journal of Commerce

INTERPRETIVE CENTRE

Fort St John

Proposed energy interpretive centre to provide education and awareness about the energy industry. The project is expected to meet silver LEED status and will be an environmentally friendly bldg.

\$2,000,000 estimated construction cost.

CONTEMPLATED

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

NEAT THINGS ABOUT FALLING LEAVES

9. Marcescence

Some species of beech trees tend to hang on to their leaves until they're pushed off their perch by a new set of leaves in early spring. This happens especially when the tree is young but also happens on lower branches of mature trees. This also happens with oak leaves.

10. Colour in the sun.

If you're wondering why your sugar maple or Amur maple leaves are not turning a brilliant crimson this fall, look to see if they are getting a full measure of sunlight. Red is the one colour that is actively produced in fall, having to do with the breakdown of sugars in the presence of bright light, leading to the production of anthocyanins. Richest colour develops when days are bright and cool but not freezing.



Alberta Gardener

ENERGY & MINES

OIL & GAS SALES

The British Columbia government's **September** oil and gas rights sale pulled in a total \$17.24 million in bonus bids, pushing the calendar year total to \$123.19 million. The September 2011 sale disposed of 8,191 hectares at an average price of \$2,104.

The 2010 auction brought \$19.9 million for 22,212 hectares at an average of \$897.69 per hectare.

With three sales left this year, the province's \$123.19 million has produced an average price of \$1,016 on 121,165 hectares. To the same point in 2010, BC had attracted \$780.55 million in bonus bids for 335,094 hectares at an average of \$2,329.

The province's lowest yearly total since 2000 was \$232.38 million in 2004 but B.C. will be hard-pressed to even equal that mark this year. The high watermark came in 2008 when \$2.66 billion in land sale revenue. Between 1978 and 2010, the lowest single year bonus total was \$16.72 million which was recorded in 1982.

September 2010 \$19.9 million

September 2009 \$8.74 million

September 2008 \$220.73 million

September 2007 \$265.2 million

September 2006 \$67.79 million

September 2005 \$62.77 million

September 2004 \$29.29 million

September 2003 \$418.0 million

September 2002 \$16.06 million

September 2001 \$12.31 million

September 2000 \$51.17 million

September 1999 \$29.20 million

September 1998 \$8.10 million

JuneWarren Nickle's Energy Group

LNG PLAN

As part of its "jobs plan" strategy, the British Columbia government will take four steps to help create a prosperous liquefied natural gas industry and jobs in the province.

The four-step plan includes a greater emphasis on the permitting and decision-making processes, skills training and development, investment attraction and international marketing.

The first step will be to accelerate the lengthy permitting processes and improve the decision-making required to bring large-scale production facilities from concept to reality, and that these commitments will be a greater priority for BC on a go-forward basis.

The province will also continue to strengthen collaboration with First Nations, local communities, industry partners and other levels of government to define more effective working relationships.

As for training and development, the province has been working with industry partners for some time on the future skills required to support a new LNG industry. The goal is to ensure the post secondary system is able to deliver the targeted training necessary to grow the oil and gas industry, including LNG. Final details are under consideration with further information to be announced later this fall.

JuneWarren Nickle's Energy Group

ENERGY & MINES

ROAD RAIL UTILITY CORRIDOR

BC province confirmed a \$15-million contribution for the \$90-million Road Rail Utility Corridor project, Phase 1 of a planned \$300-million development at the Port of Prince Rupert. The project includes investments of \$30 million from CN and \$30 million from the Prince Rupert Port Authority. The federal government continues to work through its process to determine its participation with respect to the remaining \$15 million.

The Road Rail Utility Corridor project will expand Ridley Island's terminal capacity to help meet Asia's demand for Western Canada's natural resources. The project includes construction of new inbound and outbound rail lines and the extension of onsite rail and utilities. The investment will create over 570 direct construction jobs over the life of the project and will further provide up to 4,000 operational jobs after all construction is complete.

JuneWarren Nickle's Energy Group

HIGHWAY 52 UPGRADE

British Columbia is spending \$4 million on an upgrade of Highway 52/Boundary Road, used heavily by the oil and gas sector.

Funded through the province's Oil and Gas Rural Road Improvement Program (OGRRIP), the project will upgrade Highway 52/Boundary Road west of Tumbler Ridge. Of the \$54 million invested in highway and road improvements in the South Peace this year, \$19 million is funded through OGRRIP.

The province has extended its commitment to the OGRRIP by investing \$30 million this year to improve rural roads throughout the Peace.

"Highway 52/Boundary Road is heavily used by the oil and gas industry and supports local jobs in the region.

Work is underway and is expected to be completed in October.

JuneWarren Nickle's Energy Group

PEMBINA PIPELINE EXPANDS TRUCK TERMINALS

Pembina Pipeline Corporation will invest approximately \$50 million over the next 18 to 24 months to expand its truck terminal network at key locations throughout western Alberta and British Columbia.

The company plans to expand services at a number of existing truck terminals and also construct new full service terminals that focus on emulsion treating (separating oil from impurities to meet shipping quality requirements), produced water handling and water disposal. In addition to earning fees for these additional services, Pembina's truck terminals will secure volumes for its pipeline systems, which will generate additional pipeline toll revenue.

Pembina has an inventory of 15 opportunities across its pipeline systems to service constrained and developing areas. Initial capital expenditures will be directed towards truck terminals to service Cardium, Montney, Deep Basin and Peace River oil producers as well as at its Edmonton Nexus Terminal, subject to regulatory approval.

Pembina's current truck terminal assets include 12 clean oil facilities and an interest in the LaGlace Full Service Terminal and the Rimbey Truck Terminal -- all of which are connected to Pembina's conventional pipeline systems. In addition, Pembina is nearing completion of its Baptiste Truck Terminal, which will serve Cardium producers in the Willesden Green area.

Pembina entered the full service truck terminal business in 2008 through a joint venture with an industry partner to construct the LaGlace terminal. Increasing the company's truck terminal network is part of a capture strategy to secure volumes for Pembina's conventional pipeline network and is another example of its vertical integration strategy.

JuneWarren Nickle's Energy Group

ENERGY & MINES

RECORD 891 HORIZONTAL WELLS LICENSED IN AUGUST

Operators licensed 1,680 permits in August, up 26 per cent from 1,337 wells licensed a year earlier, and 1,341 wells in July.

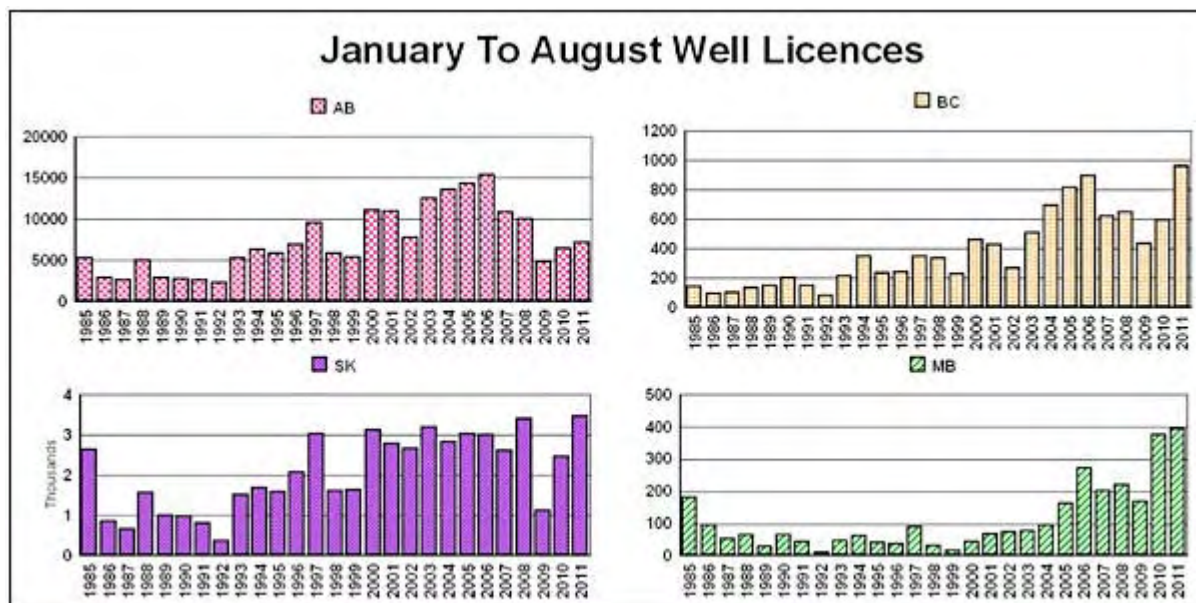
For the first eight months of 2011, the well permit count stands at 12,068 -- 21 per cent more than the 9,986 wells licensed over the January to August period last year.

The total included 891 horizontal well authorizations issued for August, the highest monthly tally on record.

Over the January to August period, 6,095 permits have been issued by governments across Canada for horizontal holes, or 51 per cent of the total.

This year's permit count also includes 1,107 oilsands evaluation licenses, up from 787 permits issued to the end of August last year.

August saw a continuation of this year's massive swing towards oil prospects, with 1,043 wells licensed across Western Canada for oil or bitumen targets, a high for the decade, and up from 785 oil well authorizations a year ago. For the eight month period, a total of 7,721 oil or bitumen permits have been issued compared to 5,668 in the January to August period in 2010.



Of the eight-month tally, 4,138 of the oil and bitumen permits were in Alberta (up from 2,774 a year earlier), while 3,155 were in Saskatchewan (up from 2,105 in 2010). In Manitoba, operators have licensed 385 oil wells to date this year compared to 374 a year ago.

With low gas prices, coalbed methane and gas permitting remains stagnant. In August, 344 gas or CBM wells were licensed across Western Canada, up from 311 permits in July, but down from 413 well authorizations in August 2010.

Over the eight-month period, 2,208 gas wells were permitted across Western Canada, off 32 per cent from 3,225 wells licensed in January to August of 2010.

In August, Alberta approved 831 licenses, Saskatchewan issued 458 permits, Manitoba approved 61 permits and B.C. assigned 325 new licenses (although only 123 B.C. licenses were approved).

Excluding experimental wells, the top five companies that licensed wells in August were: **Canadian Natural Resources Limited** (120 permits), **Encana Corporation** (83), **Husky Energy Inc.** (78), **Northern Blizzard Resources Inc.** (69) and **Royal Dutch Shell plc** (59).

Up to August, again excluding experimental wells, the top five companies receiving permits were: **Canadian Natural** (1,053 licenses), **Husky** (791), **Encana** (598), **Cenovus Energy Inc.** (403) and **Penn West Petroleum Ltd.** (303).

ENERGY & MINES

ACTIVE OIL RIGS — PEACE LIARD

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

September 27, 2011

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

There are 45 rigs drilling.

There are 10 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 September 2010, there were 37 rigs drilling, 07 rigs released and 12 rigs prepped to spud.
 In September 2009, there were 35 rigs drilling, 39 rigs released and 06 rigs prepped to spud.
 In September 2008, there were 59 rigs drilling, 23 rigs released and 18 rigs prepped to spud.
 In September 2007, there were 45 rigs drilling, 24 rigs released and 04 rigs prepped to spud.
 In September 2006, there were 50 rigs drilling, 24 rigs released and 12 rigs prepped to spud.
 In September 2005, there were 62 rigs drilling, 27 rigs released and 15 rigs prepped to spud.
 In September 2004, there were 48 rigs drilling, 15 rigs released and 18 rigs prepped to spud.
 In September 2003, there were 42 rigs drilling, 13 rigs released and 10 rigs prepped to spud.
 In September 2002, there were 19 rigs drilling, 05 rigs released and 16 rigs prepped to spud.

FORESTRY

LUMBER PRODUCTION

Production at British Columbia sawmills jumped 4.6% in June as output at Coastal (+3.3%) and Interior (+4.8%) mills increased. During the first six months of 2011, lumber production in BC was 7.1% higher than in the same period of 2010.

Canada-wide, lumber production slipped 2.3% in June compared to the same month in 2010. Increased output in BC was entirely off-set by slowdowns in most of the other lumber-producing provinces, chiefly in Ontario (-23.4%), Quebec (-11.8%) and Alberta (-3.0%). Data Source: Statistics Canada

BC Stats Infoline Issue 11-35 September 2, 2011

Lumber production at British Columbia's sawmills rose 3.3% in July compared to the same month in the previous year. While the province's Coastal mills saw output slip (-3.2%), this was more than offset by an increase at Interior mills (+4.1%).

Nationally, sawmill activity was up 1.9% in July, mainly due to increased production in BC. Data Source: Statistics Canada

BC Stats Infoline Issue 11-39 September 30, 2011