



Canada-Newfoundland and Labrador Benefits

Husky Energy Ref. No.: WR-ADM-RP-0063

QUARTERLY REPORT
October 1 – December 31, 2019

Table of Contents

1.0	Introduction	3
2.0	White Rose Project Employment Summary	3
3.0	West White Rose Project Employment Summary	5
4.0	Procurement Summary (Contracts > \$250,000)	10
5.0	Exploration	11
6.0	Photographs.....	11

1.0 Introduction

The following represents Husky Energy's (Husky's) Canada-Newfoundland and Labrador Benefits Report for the quarter ending December 31, 2019, as required under the Conditions set out in Decision 2001.01 for the White Rose Development Project.

This report provides a summary of progress/activities related to Husky Energy's Atlantic Region and also includes activities of its major sub-contractors.

2.0 White Rose Project Employment Summary

In Q4 2019, a total of 1,105 people were reported employed on Husky's White Rose Operations, of which 517 were located offshore. The total employment number includes people employed with Husky and its contractors and includes North Amethyst and South White Rose Extension (SWRX). The offshore number for this reporting period includes personnel from *Henry Goodrich*, *SeaRose FPSO*, support vessels, helicopters and tankers.

Of the total personnel, 949, or 86 percent, were residents of Newfoundland and Labrador when hired, while another 110, or 10 percent, were residents of other regions of Canada at the time of hire. The number of females employed on White Rose operations was 199, or approximately 18 percent, of the total workforce (Table 2.1).

Employment for the West White Rose Project is reported separately in Section 3.0

Table 2.1 - Employment Summary by Location, as of December 31, 2019 – White Rose



Atlantic Region Contractor Stats

Head Count By Location
White Rose - Q4 2019

Location	NL Male	NLFemale	NL Subtotal	Other Canadian Male	Other Canadian Female	Other Canadian Subtotal	Foreign Male	Foreign Female	Foreign Subtotal	Male Subtotal	Female Subtotal	Total
Foreign	0	0	0	0	0	0	14	1	15	14	1	15
Newfoundland - Offshore	452	14	466	38	1	39	10	2	12	500	17	517
Newfoundland - Onshore	328	155	483	49	20	69	13	6	19	390	181	571
Other Canadian	0	0	0	2	0	2	0	0	0	2	0	2
Total	780	169	949	89	21	110	37	9	46	906	199	1,105

Table 2.2 - Employment Summary of Husky and Major Contractors, as of December 31, 2019 - White Rose**Atlantic Region Contractor Stats**

Head Count By Contractor

White Rose - Q4 2019

Contractor	NL Male	NL Female	NL Subtotal	Other Canadian Male	Other Canadian Female	Other Canadian Subtotal	Foreign Male	Foreign Female	Foreign Subtotal	Male Subtotal	Female Subtotal	Total
A Harvey	9	2	11	0	0	0	0	0	0	9	2	11
Aker Solutions	39	14	53	1	0	1	1	0	1	41	14	55
ASCO Canada Limited	6	0	6	0	0	0	0	0	0	6	0	6
Atlantic Offshore Medical Services	6	3	9	0	0	0	0	0	0	6	3	9
Atlantic Towing	57	5	62	25	12	37	2	0	2	84	17	101
Atlantic XL	3	0	3	0	0	0	0	0	0	3	0	3
Baker Hughes	2	1	3	1	0	1	0	0	0	3	1	4
Cougar	35	10	45	11	1	12	0	0	0	46	11	57
Crosbie Salamis	28	5	33	4	0	4	0	0	0	32	5	37
DBC Marine Services	2	3	5	0	0	0	0	0	0	2	3	5
DOF Subsea	65	12	77	4	0	4	1	0	1	70	12	82
East Coast Catering	15	4	19	0	0	0	0	0	0	15	4	19
East Coast Tubulars	9	1	10	1	0	1	0	0	0	10	1	11
Expro Group Canada	12	1	13	1	0	1	3	0	3	16	1	17
FI Oilfield Services Canada ULC	11	0	11	1	0	1	0	0	0	12	0	12
Fugro Jacques GeoSurveys Inc	4	1	5	0	0	0	0	0	0	4	1	5
Halliburton	10	1	11	0	0	0	0	0	0	10	1	11
Husky	211	89	300	24	8	32	10	8	18	245	105	350
Import Tool	0	0	0	0	0	0	0	0	0	0	0	0
Maersk	29	0	29	0	0	0	0	0	0	29	0	29
Oceaneering International Ltd.	1	0	1	0	0	0	9	1	10	10	1	11
Oceans Ltd	3	1	4	0	0	0	0	0	0	3	1	4
OneSubsea	27	2	29	0	0	0	4	0	4	31	2	33
Pennecon	0	0	0	1	0	1	0	0	0	1	0	1
Provincial Airlines	1	0	1	0	0	0	0	0	0	1	0	1
Schlumberger Services	25	6	31	3	0	3	2	0	2	30	6	36
Score	6	1	7	0	0	0	0	0	0	6	1	7
SGS Canada Inc.	0	0	0	0	0	0	0	0	0	0	0	0
Siemens	9	0	9	0	0	0	1	0	1	10	0	10
SNC Lavalin	1	0	1	0	0	0	0	0	0	1	0	1
Stantec	0	0	0	0	0	0	0	0	0	0	0	0
TechnipFMC	5	1	6	0	0	0	0	0	0	5	1	6
Teekay	34	0	34	2	0	2	2	0	2	38	0	38
Terrapure Environmental	3	1	4	0	0	0	0	0	0	3	1	4
Trans Ocean	111	5	116	10	0	10	2	0	2	123	5	128
Weatherford	0	0	0	0	0	0	0	0	0	0	0	0
Workstrings Canada	1	0	1	0	0	0	0	0	0	1	0	1
Total	780	169	949	89	21	110	37	9	46	906	199	1,105

*Note: Contractors showing "0" headcount, may have reported hours for Husky work scopes, however do not meet the requirements for Full Time Equivalents and are therefore reporting a fraction of a full person.

Table 2.3 Employment Summary by Occupation, as of December 31, 2019 – White Rose

Atlantic Region Contractor Stats

Head Count By Occupation

White Rose - Q4 2019

Occupation	NL Male	NL Female	NL Subtotal	Other Canadian Male	Other Canadian Female	Other Canadian Subtotal	Foreign Male	Foreign Female	Foreign Subtotal	Male Subtotal	Female Subtotal	Total
Administration & Clerical	7	40	47	0	8	8	0	1	1	7	49	56
Engineers	88	32	120	10	2	12	12	2	14	110	36	146
Management	44	5	49	11	1	12	6	0	6	61	6	67
Marine Crew	185	6	191	12	0	12	2	0	2	199	6	205
Other Field Services	100	9	109	10	1	11	0	0	0	110	10	120
Professionals	116	62	178	29	7	36	4	6	10	149	75	224
Skilled Trades	98	2	100	9	0	9	1	0	1	108	2	110
Technicians & Technologists	142	13	155	8	2	10	12	0	12	162	15	177
Total	780	169	949	89	21	110	37	9	46	906	199	1,105

Note: In Q4 2019, Husky employed 37 co-op students (19 female) on the White Rose project. The students are not included in the head count above because they started and ended their term outside of the reporting system period.

3.0 West White Rose Project Employment Summary

As of December 31, 2019, 2,271 people were reported employed on Husky's West White Rose Project (WWRP), representing 1,352,392 person hours. Of those hours, 902,617 or 67 percent, occurred in Newfoundland and Labrador (Table 3.1). The number of females employed on the West White Rose Project was 248, or approximately 11 percent, of the total workforce (Table 3.2).

The majority of person hours expended on the project for this quarter were by SDP for CGS construction. Hours reported by Wood are related to topsides engineering and procurement of topsides equipment. Hours reported by Husky Energy are related to project management. Arup Canada Inc. hours were for continued CGS engineering design work. Similarly, the hours reported by Kiewit (Marystown) reflect construction of living quarters and appurtenances in Marystown. Kiewit (Texas) hours are related to topsides fabrication. Kvaerner hours were for engineering, analysis and planning related to marine operations. TechnipFMC hours relate to engineering of the subsea tie-back system. Hours for Parker Drilling are related to planning for platform operations. Hours for MHWirth were for design of the Drilling Equipment Set, while hours for Jan De Nul are for preparation of dredging and excavation services.

Table 3.1 Person Hours by Contractor, as of December 31, 2019 - West White Rose Project Employment



Atlantic Region Contractor Stats

Hours By Contractor
West White Rose Project - Q4 2019

Contractor	Onshore	Offshore	Subtotal	Other Canadian	Foreign	Total
Arup Canada Inc.	17,457	0	17,457	1,005	2,327	20,789
Husky	31,156	0	31,156	5,308	740	37,204
Jan De Nul Group	732	0	732	0	1,776	2,508
Kiewit (Marystown)	69,853	0	69,853	0	0	69,853
Kiewit (Texas)	0	0	0	0	400,833	400,833
Kvaerner	5,771	0	5,771	0	433	6,204
MHWirth	0	0	0	0	17,427	17,427
Parker Drilling	3,064	0	3,064	0	40	3,104
SDP	764,505	0	764,505	4	1,699	766,208
TechnipFMC	5,030	0	5,030	0	0	5,030
Wood	5,049	0	5,049	0	18,183	23,232
Total	902,617	0	902,617	6,317	443,458	1,352,392

Table 3.2 Head Count by Contractor and Residency, as of December 31, 2019 - White Rose Extension Project



Atlantic Region Contractor Stats

Head Count By Contractor
West White Rose Project - Q4 2019

Contractor	NL Male	NL Female	NL Subtotal	Other Canadian Male	Other Canadian Female	Other Canadian Subtotal	Foreign Male	Foreign Female	Foreign Subtotal	Male Subtotal	Female Subtotal	Total
Arup Canada Inc.	22	12	34	4	0	4	9	0	9	35	12	47
Husky	56	22	78	9	4	13	3	0	3	68	26	94
Jan De Nul Group	0	0	0	0	0	0	3	0	3	3	0	3
Kiewit (Marystown)	178	21	199	0	0	0	0	0	0	178	21	199
Kiewit (Texas)	0	0	0	0	0	0	596	22	618	596	22	618
Kvaerner	5	1	6	0	0	0	1	0	1	6	1	7
MHWirth	0	0	0	0	0	0	32	6	38	32	6	38
Parker Drilling	3	3	6	0	0	0	0	0	0	3	3	6
SDP	1,031	143	1,174	7	1	8	19	2	21	1,057	146	1,203
TechnipFMC	7	2	9	0	0	0	0	0	0	7	2	9
Wood	8	1	9	0	0	0	30	8	38	38	9	47
Total	1,310	205	1,515	20	5	25	693	38	731	2,023	248	2,271

Residents of NL comprised 67 percent of the West White Rose Project work force and 1.1 percent were residents of Canada (Table 3.2).

The majority of positions in Q4 2019 were associated with skilled trades supported by other field services, management, and engineers (Table 3.3).

Table 3.3 Headcount by Occupation, as of December 31, 2019 - White Rose Extension Project



Atlantic Region Contractor Stats

Head Count By Occupation
West White Rose Project - Q4 2019

Occupation	NL Male	NL Female	NL Subtotal	Other Canadian Male	Other Canadian Female	Other Canadian Subtotal	Foreign Male	Foreign Female	Foreign Subtotal	Male Subtotal	Female Subtotal	Total
Administration & Clerical	7	21	28	0	0	0	1	4	5	8	25	33
Engineers	66	21	87	8	1	9	44	4	48	118	26	144
Management	120	27	147	5	0	5	25	3	28	150	30	180
Other Field Services	650	60	710	1	0	1	1	0	1	652	60	712
Professionals	69	34	103	4	4	8	3	2	5	76	40	116
Skilled Trades	344	29	373	0	0	0	561	14	575	905	43	948
Technicians & Technologists	54	13	67	2	0	2	58	11	69	114	24	138
Total	1,310	205	1,515	20	5	25	693	38	731	2,023	248	2,271

Note: In Q4 2019, Husky and its contractors employed 20 co-op students (10 female) on the West White Rose Project.

Table 3.4 Headcount by Location, as of December 31, 2019 - White Rose Extension Project



Atlantic Region Contractor Stats

Head Count By Location
West White Rose Project - Q4 2019

Location	NL Male	NL Female	NL Subtotal	Other Canadian Male	Other Canadian Female	Other Canadian Subtotal	Foreign Male	Foreign Female	Foreign Subtotal	Male Subtotal	Female Subtotal	Total
Foreign	0	0	0	0	0	0	669	37	706	669	37	706
Newfoundland - Onshore	1,310	205	1,515	17	4	21	24	1	25	1,351	210	1,561
Other Canadian	0	0	0	3	1	4	0	0	0	3	1	4
Total	1,310	205	1,515	20	5	25	693	38	731	2,023	248	2,271

The head count shown in Table 3.4 is a snap shot of personnel who have charged hours to the project as of December 31, 2019 and does not necessarily represent full time employees.

Table 3.5 outlines the percentage of women working on the WWRP as of December 31, 2019, against the targets in the project Diversity Plan.

The total workforce of the WWRP for this quarter is 2,258. The percent of the workforce in each category is used to calculate the actual percent of the female workforce against the target. This information is shown in Table 3.3. Specifically,

- Managers and other professionals – 296 (70 female)
- Engineers – 144 (26 female)
- Technicians and technologists – 138 (24 female)
- Skilled trades – 948 (43 female)

- Other field services – 712 (60 female)
- see Other* category in Table 3.5

Table 3.5 Women Working on WWRP Compared to Project Targets

Total Workforce: 2,258				
Category	NOC Code	Occupations	Target (% of total workforce)	Actual (% of total workforce)
Managers and other Professionals			30	23.7
Engineers	2131	Civil Engineers	20	23.6
	0211	Engineering Managers	15	18.1
	2133	Electrical and Electronics Engineers		
	2132	Mechanical Engineers		
	2134	Chemical Engineers		
	2141	Industrial and Manufacturing Engineers		
	2144	Geological Engineers		
	2145	Petroleum Engineers		
	2147	Computer Engineers (Except Software Engineers and Designers)		
2151	Architects			
Technicians and Technologists	2231	Civil Engineering Technologists and Technicians	20	17.4
	2251	Architectural Technologists and Technicians		
Foreperson	7205	General Foreperson and Foreperson for the following categories: Bricklayers and Allied Crafts - Concrete Finisher, Laborers - Trades Helpers (Formwork, Concrete, Slip, Accessway)	5	1.7
	7302	General Foreperson and Foreperson for the following categories: Plant Operators (Crane Operator, Heavy Equipment Operator, Construction Equipment Operators [Stressing, Slip])		
	7201	Ironworkers - Rodperson General Foreperson and Foreperson, Structural General Foreperson and Foreperson		
	7204	General Foreperson and Foreperson for the following categories: Carpenters and Joiners - Scaffolder, Carpenter (Formwork, Stopends, Accessway)		
Trades (Apprentice and Journey Person)	7521	Journey Person and Apprentices for the following categories: Plant Operators (Heavy Equipment Operator, Construction Equipment Operators [Stressing, Slip])	15	17.8
	7271	Journey Person and Apprentices for the following categories: Carpenters and	12	7.7

Canada-Newfoundland and Labrador Benefits Report

For the Quarter Ending December 31, 2019

		Joiners - Scaffolder, Carpenter (Formwork, Stopends, Accessway)		
	7252	Plumbers and Pipefitters - Pipefitters Journey Person and Apprentices		
	7236	Ironworkers - Rodperson Journey Person and Apprentices, Structural Journey Person and Apprentices and Journey person (shop)	5	6.9
	7611	Journey Person for the following categories: Laborers - Trades Helpers (Formwork, Concrete, Slip, Accessway)	20	9.8
Other*	6541	Security guards	0	45
	3413	First aid attendants		


*Note that there were no targets for these employment categories, but they are being reported as they constitute non-traditional employment for women.

The targets set for managers and other professionals, and technicians and technologists were not achieved this quarter. The target set for female engineers, and female civil engineers, working on the project have both been exceeded by over 2 percent. Targets for plumbers/pipefitters and ironworkers was exceeded by approximately 2 percent however, targets set for forepersons, journey person and apprentice carpenters and joiners or laborers were not achieved this quarter. Targets for journey person and apprentice plant and heavy equipment operators were met for Q4 2019.

4.0 Procurement Summary (Contracts > \$250,000)

Table 6.1 outlines the new contracts awarded in Q4 2019 and contract extensions exercised in Q4 2019.

Table 6.1 Contracts Awarded for the White Rose Project – Q4 2019

Husky East Coast Operations Procurement Summary		2019 Q4					
Description	Vendor Name	Vendor Location	Range	NF	CDN	FOR	Total
New Contracts							
FPSO Benchmarking Study - Consulting Services	Mckinsey & Company Inc. United States	Houston, Texas	A	0%	0%	100%	100%
Provision of Tubular Management Preservation Services	East Cost Tubulars Ltd.	St. John's, NL	D	85%	10%	5%	100%
Provision of Offshore Completions Equipment	RPC Energy Services of Canada, operating as Thru Tubing Solutions	Calgary, AB	B	0%	100%	0%	100%
WWRP Vendor Support Services for Aviation Fuel Package	Helifuel AS	Hordaland, Norway	A	0%	0%	100%	100%
WWRP Vendor Support Services for Seawater Lift Pumps and Water Injection Pumps	Sulzer Pump Services (US) Inc.	Houston, Texas	B	0%	0%	100%	100%
Supply of Intake Filters for Main Power Generator Engine	Clear Edge Filtration	Tulsa, Oklahoma	B	0%	0%	100%	0%
WWRP Vendor Support Services for Firewater Pumps	Framo Services AS	Hordaland, Norway	B	0%	0%	100%	100%
WWRP Vendor Support Services for Air Compressor & Nitrogen Generator Package	Atlas Copco Compressors Canada, a division of Atlas Copco Canada Inc.	St-Laurent, Quebec	B	0%	100%	0%	100%
WWRP OEM Vendor Support Services for the Low Voltage Motor Control Centre and the Medium Voltage Switchgear Packages	ABB Inc.	Brampton, Ontario	A	0%	100%	0%	100%
WWRP Intervention Services	Schlumberger Canada Limited	St. John's, NL	L	58%	5%	37%	100%
Supply Vessel Maersk Cutter - SeaRose Support 2020-2022 (per long term Vessel Bid)	Maersk Supply Service Canada	St. John's, NL	J	0%	0%	100%	100%
Supply Vessel Maersk Cutter - 2020 Ice Management	Maersk Supply Service Canada	St. John's, NL	F	0%	0%	100%	100%
Contract Extensions							
MODU Drilling Fluids	Schlumberger (MI Swaco)	St. John's, NL	I	9%	47%	44%	100%
MODU Solids Control	Schlumberger (MI Swaco)	St. John's, NL	F	29%	9%	62%	100%
MODU Well Test Services	Expro Group Canada	St. John's, NL	E	40%	0%	60%	100%
SeaRose FPSO Structural Integrity Manuals Management	Marine Technical Limits	Aberdeen, UK	C	0%	0%	100%	100%
MODU Tubular Running Services	FI Canada	St. John's, NL	F	68%	2%	30%	100%
Cisco System Switches, Associated Hardware, Smartnet Solution Support	Triware	Mount Pearl, NL	A	25%	75%	0%	100%
Supply of the Salt Water Lift Pump and Maintenance Spares	DT Martin	Gander, NL	A	100%	0%	0%	0%
Supply of Kamos Gaskets	PM Interational	Lakeland, Florida, USA	A	0%	0%	100%	100%
Supply of Software Licenses	Paradigm	Calgary, AB	A	0%	40%	60%	100%
Supply of FlowManager Software and Maintenance	FMC Kongsberg	Kongsberg, Norway	B	20%	0%	80%	100%
Supply of Well Intervention and Drilling Well Control Training	Well Control Group	Mount Pearl, NL	A	90%	10%	0%	100%
Supply of Transaqua HT2	K&D Pratt	Mount Pearl, NL	F	34%	0%	66%	100%
Cost Range Code Legend							
A = 250,001 - 500,000 \$	E = 2,000,001 - 3,000,000 \$	I = 10,000,001 - 15,000,000 \$	M = 50,000,001 - 75,000,000 \$				
B = 500,001 - 1,000,000 \$	F = 3,000,001 - 5,000,000 \$	J = 15,000,001 - 20,000,000 \$	N = 75,000,001 - 100,000,000 \$				
C = 1,000,001 - 1,500,000 \$	G = 5,000,001 - 7,500,000 \$	K = 20,000,001 - 30,000,000 \$	O = Over 100,000,001 \$				
D = 1,500,001 - 2,000,000 \$	H = 7,500,001 - 10,000,000 \$	L = 30,000,001 - 50,000,000 \$					

5.0 Exploration

The Exploration total to date spend is approximately \$620.78 million, with a content breakdown of 47.02 percent Newfoundland & Labrador, 36.10 percent Other Canadian, and 16.88 percent Foreign. This equates to expenditures totaling approximately \$291.91 million Newfoundland & Labrador, \$224.11 million Other Canadian, and \$104.78 million Foreign (Table 7.1).

6.0 Photographs



Husky employees participate in Orange Shirt Day to recognize the hardships of Indigenous children who endured the residential school system - October 2019



The Henry Goodrich, Transocean, Horizon and Husky donate funds to support the Happy Valley-Goose Bay Food Bank - October 2019



Husky's provides the Binge Eating Disorder Foundation with \$10,000 to support its work raising awareness around eating disorders and providing tools to support individuals and families struggling with them – November 2019



Husky employees participate in Goodlife Fitness' Annual Spin4Kids to raise funds for physical activity programs for children with special needs – November 2019



Husky contributes \$1 million to create the Husky Centre of Excellence in Sales and Supply Chain Management - December 2019



Husky supports the Single Parent Association of NL through monetary donations and Christmas gifts for 19 families, totaling over \$10,000 – December 2019



**Husky employees volunteer to serve Christmas dinner for the Clean Start program, a Stella's Circle organization, which gives adults facing barriers in their community the opportunity to gain meaningful employment by providing professional cleaning services to clientele
- December 2019**



Husky employees volunteer to support the Salvation Army Kettle Campaign – December 2019