



Canada-Newfoundland and Labrador Benefits

Husky Energy Ref. No.: WR-ADM-RP-0065

QUARTERLY REPORT  
January 1 – March 31, 2020

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## 1.0 Introduction

The following represents Husky Energy's (Husky's) Canada-Newfoundland and Labrador Benefits Report for the quarter ending March 31, 2020, 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 Q1 2020, a total of 884 people were reported employed on Husky's White Rose operations, of which 375 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, 779, or 88 percent, were residents of Newfoundland and Labrador when hired, while another 80, or 9 percent, were residents of other regions of Canada at the time of hire. The number of females employed on White Rose operations was 164, or approximately 19 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 March 31, 2020– White Rose**



### Atlantic Region Contractor Stats

Head Count By Location  
White Rose - Q1 2020

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	9	3	12	9	3	12
Newfoundland - Offshore	326	9	335	28	3	31	9	0	9	363	12	375
Newfoundland - Onshore	310	134	444	33	15	48	4	0	4	347	149	496
Other Canadian	0	0	0	1	0	1	0	0	0	1	0	1
<b>Total</b>	<b>636</b>	<b>143</b>	<b>779</b>	<b>62</b>	<b>18</b>	<b>80</b>	<b>22</b>	<b>3</b>	<b>25</b>	<b>720</b>	<b>164</b>	<b>884</b>

**Table 2.2 - Employment Summary of Husky and Major Contractors, as of March 31, 2020  
- White Rose****Atlantic Region Contractor Stats****Head Count By Contractor**

White Rose - Q1 2020

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	8	1	9	0	0	0	0	0	0	8	1	9
Aker Solutions	38	15	53	0	0	0	1	0	1	39	15	54
ASCO Canada Limited	6	0	6	0	0	0	0	0	0	6	0	6
Atlantic Offshore Medical Services	8	4	12	0	0	0	0	0	0	8	4	12
Atlantic Towing	24	2	26	11	11	22	2	0	2	37	13	50
Atlantic XL	2	0	2	0	0	0	0	0	0	2	0	2
Baker Hughes	2	1	3	1	0	1	0	0	0	3	1	4
Cougar	32	9	41	7	0	7	0	0	0	39	9	48
Crosbie Salamis	26	5	31	6	0	6	0	0	0	32	5	37
DBC Marine Services	2	2	4	0	0	0	0	0	0	2	2	4
DOF Subsea	62	14	76	4	0	4	0	0	0	66	14	80
East Coast Catering	15	5	20	0	0	0	0	0	0	15	5	20
East Coast Tubulars	4	0	4	0	0	0	0	0	0	4	0	4
Expro Group Canada	14	0	14	0	0	0	1	0	1	15	0	15
FI Oilfield Services Canada ULC	8	0	8	0	0	0	0	0	0	8	0	8
Fugro Jacques GeoSurveys Inc	2	0	2	0	1	1	0	0	0	2	1	3
Halliburton	5	0	5	0	0	0	0	0	0	5	0	5
Husky	199	74	273	24	6	30	1	0	1	224	80	304
Maersk	24	0	24	1	0	1	0	0	0	25	0	25
Oceaneering International Ltd.	0	0	0	0	0	0	8	3	11	8	3	11
Oceans Ltd	3	1	4	0	0	0	0	0	0	3	1	4
OneSubsea	27	2	29	0	0	0	0	0	0	27	2	29
Pennecon	0	0	0	1	0	1	0	0	0	1	0	1
Provincial Airlines	2	0	2	0	0	0	0	0	0	2	0	2
Schlumberger Services	14	4	18	2	0	2	2	0	2	18	4	22
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	6	0	6	0	0	0	0	0	0	6	0	6
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	4	0	4	0	0	0	0	0	0	4	0	4
Teekay	38	0	38	2	0	2	7	0	7	47	0	47
Terrapure Environmental	4	1	5	0	0	0	0	0	0	4	1	5
Trans Ocean	37	2	39	3	0	3	0	0	0	40	2	42
Weatherford	0	0	0	0	0	0	0	0	0	0	0	0
Workstrings Canada	13	0	13	0	0	0	0	0	0	13	0	13
<b>Total</b>	<b>636</b>	<b>143</b>	<b>779</b>	<b>62</b>	<b>18</b>	<b>80</b>	<b>22</b>	<b>3</b>	<b>25</b>	<b>720</b>	<b>164</b>	<b>884</b>

\*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 March 31, 2020– White Rose**

## Atlantic Region Contractor Stats

### Head Count By Occupation

White Rose - Q1 2020

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	18	33	51	0	7	7	0	1	1	18	41	59
Engineers	81	26	107	7	2	9	3	1	4	91	29	120
Management	43	9	52	7	1	8	4	1	5	54	11	65
Marine Crew	140	6	146	7	0	7	7	0	7	154	6	160
Other Field Services	65	8	73	10	0	10	0	0	0	75	8	83
Professionals	100	54	154	17	6	23	1	0	1	118	60	178
Skilled Trades	57	1	58	7	0	7	0	0	0	64	1	65
Technicians & Technologists	132	6	138	7	2	9	7	0	7	146	8	154
<b>Total</b>	<b>636</b>	<b>143</b>	<b>779</b>	<b>62</b>	<b>18</b>	<b>80</b>	<b>22</b>	<b>3</b>	<b>25</b>	<b>720</b>	<b>164</b>	<b>884</b>

**Note:** In Q1 2020, Husky employed 32 co-op students (14 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 March 31, 2020, 1,822 people were reported employed on Husky's West White Rose Project (WWRP), representing 1,087,383 person hours. Of those hours, 531,040 or 49 percent, occurred in Newfoundland and Labrador (Table 3.1). The number of females employed on the West White Rose Project was 249, or approximately 14 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 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. The hours reported by Aker are for early planning for platform hook up and commissioning.

**Table 3.1 Person Hours by Contractor, as of March 31, 2020- West White Rose Project Employment**



**Atlantic Region Contractor Stats**

Hours By Contractor  
West White Rose Project - Q1 2020

Contractor	Onshore	Offshore	Subtotal	Other Canadian	Foreign	Total
Aker Solutions	2,903	0	2,903	774	0	3,677
Arup Canada Inc.	2,937	0	2,937	431	775	4,143
Husky	53,189	0	53,189	19,244	831	73,264
Jan De Nul Group	1,120	0	1,120	0	3,668	4,788
Kiewit (Marystown)	97,373	0	97,373	0	0	97,373
Kiewit (Texas)	0	0	0	0	484,550	484,550
Kvaerner	4,257	0	4,257	0	101	4,358
MHWirth	0	0	0	0	17,427	17,427
Parker Drilling	3,576	0	3,576	0	0	3,576
SDP	353,340	0	353,340	0	704	354,044
TechnipFMC	4,622	0	4,622	0	0	4,622
Wood	7,723	0	7,723	0	27,838	35,561
<b>Total</b>	<b>531,040</b>	<b>0</b>	<b>531,040</b>	<b>20,449</b>	<b>535,894</b>	<b>1,087,383</b>

**Table 3.2 Head Count by Contractor and Residency, as of March 31, 2020- White Rose Extension Project**



**Atlantic Region Contractor Stats**

Head Count By Contractor  
West White Rose Project - Q1 2020

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
Aker Solutions	6	0	6	4	0	4	0	0	0	10	0	10
Arup Canada Inc.	13	8	21	2	0	2	5	0	5	20	8	28
Husky	64	30	94	21	10	31	0	1	1	85	41	126
Jan De Nul Group	0	0	0	0	0	0	7	2	9	7	2	9
Kiewit (Marystown)	221	26	247	0	0	0	0	0	0	221	26	247
Kiewit (Texas)	0	0	0	0	0	0	671	22	693	671	22	693
Kvaerner	6	1	7	0	0	0	0	0	0	6	1	7
MHWirth	0	0	0	0	0	0	32	6	38	32	6	38
Parker Drilling	4	3	7	0	0	0	0	0	0	4	3	7
SDP	439	120	559	5	1	6	13	1	14	457	122	579
TechnipFMC	6	3	9	0	0	0	0	0	0	6	3	9
Wood	13	3	16	0	0	0	41	12	53	54	15	69
<b>Total</b>	<b>772</b>	<b>194</b>	<b>966</b>	<b>32</b>	<b>11</b>	<b>43</b>	<b>769</b>	<b>44</b>	<b>813</b>	<b>1,573</b>	<b>249</b>	<b>1,822</b>

Residents of NL comprised 53 percent of the West White Rose Project work force and 2.4 percent were residents of Canada (Table 3.2).

The majority of positions in Q1 2020 were associated with skilled trades supported by other field services, management, and engineers (Table 3.3).

**Table 3.3 Headcount by Occupation, as of March 31, 2020- White Rose Extension Project**



**Atlantic Region Contractor Stats**

Head Count By Occupation  
West White Rose Project - Q1 2020

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	3	20	23	0	0	0	2	5	7	5	25	30
Engineers	71	25	96	14	2	16	42	5	47	127	32	159
Management	124	25	149	4	0	4	25	5	30	153	30	183
Other Field Services	253	25	278	0	0	0	1	0	1	254	25	279
Professionals	72	34	106	8	9	17	5	4	9	85	47	132
Skilled Trades	201	50	251	0	0	0	633	14	647	834	64	898
Technicians & Technologists	48	15	63	6	0	6	61	11	72	115	26	141
<b>Total</b>	<b>772</b>	<b>194</b>	<b>966</b>	<b>32</b>	<b>11</b>	<b>43</b>	<b>769</b>	<b>44</b>	<b>813</b>	<b>1,573</b>	<b>249</b>	<b>1,822</b>

**Note:** In Q1 2020, Husky and its contractors employed 9 co-op students (2 female) on the West White Rose Project.

**Table 3.4 Headcount by Location, as of March 31, 2020- White Rose Extension Project**



**Atlantic Region Contractor Stats**

Head Count By Location  
West White Rose Project - Q1 2020

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	754	42	796	754	42	796
Newfoundland - Onshore	772	194	966	28	10	38	15	2	17	815	206	1,021
Other Canadian	0	0	0	4	1	5	0	0	0	4	1	5
<b>Total</b>	<b>772</b>	<b>194</b>	<b>966</b>	<b>32</b>	<b>11</b>	<b>43</b>	<b>769</b>	<b>44</b>	<b>813</b>	<b>1,573</b>	<b>249</b>	<b>1,822</b>

The head count shown in Table 3.4 is a snap shot of personnel who have charged hours to the project as of March 31, 2020 and does not necessarily represent full time employees.

Table 3.5 outlines the percentage of women working on the WWRP as of March 31, 2020, against the targets in the project Diversity Plan.

The total workforce of the WWRP for this quarter is 1,822. 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 – 315 (77 female)
- Engineers – 159 (32 female)
- Technicians and technologists – 144 (26 female)
- Skilled trades – 898 (64 female)

- Other field services – 279 (25 female)
- see Other\* category in Table 3.5

**Table 3.5 Women Working on WWRP Compared to Project Targets**

<b>Total Workforce: 1,822</b>				
<b>Category</b>	<b>NOC Code</b>	<b>Occupations</b>	<b>Target (% of total workforce)</b>	<b>Actual (% of total workforce)</b>
Managers and other Professionals			30	24.4
Engineers	2131	Civil Engineers	20	18.8
	0211	Engineering Managers	15	20.1
	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	18.1
	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	1.4
	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	11.1
	7271	Journey Person and Apprentices for the following categories: Carpenters and	12	5.0



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		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	5.7
	7611	Journey Person for the following categories: Laborers - Trades Helpers (Formwork, Concrete, Slip, Accessway)	20	6.3
Other*	6541	Security guards	0	45.8
	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 working on the project has been met, while targets for female civil engineers has not been achieved for Q1 2020. Targets for plumbers/pipefitters and ironworkers were exceeded, however, targets set for forepersons, journey persons, apprentice carpenters and joiners or laborers were not achieved this quarter.

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

Table 4.1 outlines the new contracts awarded in Q1 2020 and contract extensions exercised in Q1 2020.

**Table 4.1 Contracts Awarded for the White Rose Project – Q1 2020**

Husky East Coast Operations Procurement Summary		2020 Q1					
Description	Vendor Name	Vendor Location	Range	NF	CDN	FOR	Total
<b>New Contracts</b>							
Preservation of Topside Modules for Sea Transportation	Universal Corrosion Specialist	Texas, USA	A	0%	0%	100%	100%
Subsea Power Conditioning Technology, Equipment and Services	Viper Innovations Ltd.	United Kingdom	E	0%	0%	100%	100%
Provision of Seismic Consultancy Services	Palaeodate	United Kingdom	A	0%	0%	100%	100%
ICSS, IMS and Electrical Support Services for the SeaRose FPSO	Siemens Canada Ltd.	St. John's, NL	I	57%	17%	26%	100%
WWRP Direction Drilling, LWD and LWD	Schlumberger Canada Ltd.	St. John's, NL	N	42%	21%	37%	100%
<b>Contract Extensions</b>							
Offshore Catering Services	East Coast Catering	St. John's, NL	E	100%	0%	0%	100%
Helicopter Passenger Suits and Management	DBC Marine (Survitec)	St. John's, NL	B	80%	15%	5%	100%
PLS Services Extension	Bell Aliant	St. John's, NL	B	100%	0%	0%	100%
Sigma 6 Radar Extension	Rutter Inc.	St. John's, NL	B	100%	0%	0%	100%
Consulting Services	Blade Energy Partners Ltd.	Texas, USA	A	0%	0%	100%	100%
OEM IT Hardware Upgrade and Maintenance	Tucker Electronics Ltd.	St. John's, NL	A	100%	0%	0%	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 \$620.90 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 \$291.95 million Newfoundland & Labrador, \$224.13 million Other Canadian, and \$104.82 million Foreign.

## 6.0 Photographs



**Husky employee, Aimee Sheppard, Senior Communications Advisor (right) presented Nathan Mullins with the Husky Energy Future Leaders Award at the Marine Institute's Scholarship and Awards Ceremony aimed at developing leaders in marine disciplines – January 2020**



**Husky employees volunteer for Junior Achievement at St. Kevin's High School – January 2020**



**Husky staff support anti-bullying awareness by sporting pink on Pink Shirt Day – February 2020**



## International Women's Day



**#EachForEqual**



**Atlantic Region employees celebrate International Women's Day.  
The theme this year was "Each for Equal". – March 2020**

**Events that were scheduled for Q1 2020, but canceled due to COVID-19, include: Husky Energy Annual Diversity Forum, Eastern Newfoundland and Labrador Science Fair, Wade Duggan Memorial Hockey Tournament**