



Canada-Newfoundland and Labrador Benefits

Husky Energy Ref. No.: WR-ADM-RP-0069

QUARTERLY REPORT  
October 1 – December 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 December 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 Q4 2020, a total of 604 people were employed on Husky's White Rose operations, of which 215 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 *SeaRose FPSO*, support vessels, helicopters and tankers.

Of the total personnel, 551, or 91%, were residents of Newfoundland and Labrador when hired, while another 40, or 6.7%, were residents of other regions of Canada at the time of hire. The number of females employed on White Rose operations was 136, or approximately 22.5%, 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, 2020– White Rose**



### Atlantic Region Contractor Stats

#### Head Count By Location

White Rose - Q4 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	7	4	11	7	4	11
Newfoundland - Offshore	195	8	203	12	0	12	0	0	0	207	8	215
Newfoundland - Onshore	234	114	348	17	10	27	2	0	2	253	124	377
Other Canadian	0	0	0	1	0	1	0	0	0	1	0	1
<b>Total</b>	<b>429</b>	<b>122</b>	<b>551</b>	<b>30</b>	<b>10</b>	<b>40</b>	<b>9</b>	<b>4</b>	<b>13</b>	<b>468</b>	<b>136</b>	<b>604</b>

**Table 2.2 - Employment Summary of Husky and Major Contractors, as of December 31, 2020—White Rose**

## Atlantic Region Contractor Stats

### Head Count By Contractor

White Rose - Q4 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	4	1	5	0	0	0	0	0	0	4	1	5
Aker Solutions	20	6	26	0	0	0	0	0	0	20	6	26
ASCO Canada Limited	6	0	6	0	0	0	0	0	0	6	0	6
Atlantic Offshore Medical Services	9	4	13	0	0	0	0	0	0	9	4	13
Atlantic Towing	8	0	8	5	6	11	1	0	1	14	6	20
Atlantic XL	1	0	1	0	0	0	0	0	0	1	0	1
Baker Hughes	1	2	3	0	0	0	0	0	0	1	2	3
Cougar	23	5	28	5	0	5	0	0	0	28	5	33
Crosbie Salmis	27	1	28	1	0	1	0	0	0	28	1	29
DBC Marine Services	1	1	2	0	0	0	0	0	0	1	1	2
DOF Subsea	56	14	70	2	0	2	0	0	0	58	14	72
East Coast Catering	14	4	18	0	0	0	0	0	0	14	4	18
East Coast Tubulars	2	0	2	0	0	0	0	0	0	2	0	2
Fugro Jacques GeoSurveys Inc	1	0	1	0	0	0	0	0	0	1	0	1
Husky	173	78	251	13	4	17	1	0	1	187	82	269
Maersk	16	0	16	2	0	2	0	0	0	18	0	18
Oceaneering Canada Ltd.	0	0	0	0	0	0	2	1	3	2	1	3
Oceaneering International Ltd.	0	0	0	0	0	0	5	3	8	5	3	8
Oceans Ltd	3	0	3	0	0	0	0	0	0	3	0	3
OneSubsea	17	2	19	0	0	0	0	0	0	17	2	19
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
Score	2	2	4	0	0	0	0	0	0	2	2	4
SGS Canada Inc.	0	0	0	0	0	0	0	0	0	0	0	0
Siemens	8	1	9	0	0	0	0	0	0	8	1	9
SNC Lavalin	2	0	2	0	0	0	0	0	0	2	0	2
Stantec	0	0	0	0	0	0	0	0	0	0	0	0
TechnipFMC	1	1	2	0	0	0	0	0	0	1	1	2
Teekay	33	0	33	1	0	1	0	0	0	34	0	34
Terrapure Environmental	0	0	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	<b>429</b>	<b>122</b>	<b>551</b>	<b>30</b>	<b>10</b>	<b>40</b>	<b>9</b>	<b>4</b>	<b>13</b>	<b>468</b>	<b>136</b>	<b>604</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 December 31, 2020– White Rose****Atlantic Region Contractor Stats****Head Count By Occupation**

White Rose - Q4 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	22	25	0	3	3	0	1	1	3	26	29
Engineers	65	21	86	5	2	7	1	1	2	71	24	95
Management	27	10	37	3	1	4	2	2	4	32	13	45
Marine Crew	105	5	110	4	0	4	0	0	0	109	5	114
Other Field Services	23	3	26	4	0	4	0	0	0	27	3	30
Professionals	89	56	145	10	4	14	1	0	1	100	60	160
Skilled Trades	35	0	35	1	0	1	0	0	0	36	0	36
Technicians & Technologists	82	5	87	3	0	3	5	0	5	90	5	95
<b>Total</b>	<b>429</b>	<b>122</b>	<b>551</b>	<b>30</b>	<b>10</b>	<b>40</b>	<b>9</b>	<b>4</b>	<b>13</b>	<b>468</b>	<b>136</b>	<b>604</b>

**Note:** In Q4 2020, in accordance with COVID-19 return to office protocols, Husky resumed hiring work-term students. During the quarter, 16 were employed with Husky (6 male, 10 female).

### 3.0 West White Rose Project Employment Summary

As of December 31, 2020, 732 people were reported employed on Husky's West White Rose Project (WWRP), representing 382,556 person hours. Of those hours, 163,399 or 43% percent, occurred in Newfoundland and Labrador (Table 3.1). The number of females employed on the West White Rose Project was 88, or approximately 12% of the total workforce (Table 3.2).

In October, Husky confirmed the West White Rose Project would not resume construction in 2021. Activity for the fourth quarter shifted to the safe suspension of the various areas of the project, which included continuing certain scopes of work.

The majority of person hours expended on the project for Q4 were by Kiewit (Texas) for topsides fabrication and preservation activities, and by Kiewit (Marystown) for construction on the appurtenances and living quarters in Marystown, NL.

A high-level summary of other activity includes:

- The SDP hours are related to the ramp down of CGS construction and site preservation activities at Argentia, NL.
- Hours reported by Wood are related to finalization of topsides engineering and follow on engineering services.
- Hours reported by Husky are related to project management.
- Arup Canada Inc. hours were CGS follow on engineering services.
- 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 while hours for MHWirth were for design and fabrication of the Drilling Equipment Set.
- The hours reported by Aker are for early planning for platform hook up and commissioning.

**Table 3.1 Person Hours by Contractor, as of December 31, 2020- West White Rose Project Employment****Atlantic Region Contractor Stats****Hours By Contractor**

West White Rose Project - Q4 2020

Contractor	Onshore	Offshore	Subtotal	Other Canadian	Foreign	Total
Aker Solutions	3,374	0	3,374	1,815	0	5,189
Arup Canada Inc.	971	0	971	198	486	1,655
Husky	9,074	0	9,074	600	0	9,674
Kiewit (Marystown)	54,808	0	54,808	0	0	54,808
Kiewit (Texas)	0	0	0	0	189,800	189,800
Kvaerner	3,695	0	3,695	0	0	3,695
MHWirth	0	0	0	0	10,239	10,239
Parker Drilling	3,472	0	3,472	0	0	3,472
SDP	77,527	0	77,527	0	63	77,590
TechnipFMC	2,604	0	2,604	0	0	2,604
Wood	7,874	0	7,874	0	15,956	23,830
<b>Total</b>	<b>163,399</b>	<b>0</b>	<b>163,399</b>	<b>2,613</b>	<b>216,544</b>	<b>382,556</b>

**Table 3.2 Head Count by Contractor and Residency, as of December 31, 2020- West White Rose Project****Atlantic Region Contractor Stats****Head Count By Contractor**

West White Rose Project - Q4 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	7	0	7	3	0	3	0	0	0	10	0	10
Arup Canada Inc.	2	0	2	0	0	0	1	0	1	3	0	3
Husky	18	8	26	1	0	1	0	0	0	19	8	27
Kiewit (Marystown)	141	15	156	0	0	0	0	0	0	141	15	156
Kiewit (Texas)	0	0	0	0	0	0	285	7	292	285	7	292
Kvaerner	7	1	8	0	0	0	0	0	0	7	1	8
MHWirth	0	0	0	0	0	0	19	4	23	19	4	23
Parker Drilling	3	4	7	0	0	0	0	0	0	3	4	7
SDP	106	35	141	3	0	3	7	1	8	116	36	152
TechnipFMC	3	2	5	0	0	0	0	0	0	3	2	5
Wood	13	3	16	0	0	0	25	8	33	38	11	49
<b>Total</b>	<b>300</b>	<b>68</b>	<b>368</b>	<b>7</b>	<b>0</b>	<b>7</b>	<b>337</b>	<b>20</b>	<b>357</b>	<b>644</b>	<b>88</b>	<b>732</b>

The head count shown in Tables 3.2 and 3.3 is a snap shot of personnel who have charged hours to the project as of December 31, 2020 and does not necessarily represent full time employees. Residents of NL comprised 50% of the West White Rose Project work force (Table 3.2).

The majority of positions in Q4 2020 were associated with skilled trades supported by management, and technicians and technologists (Table 3.4).

**Table 3.3 Headcount by Location, as of December 31, 2020 – West White Rose Project****Atlantic Region Contractor Stats****Head Count By Location**

West White Rose Project - Q4 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	330	19	349	330	19	349
Newfoundland - Onshore	300	68	368	4	0	4	7	1	8	311	69	380
Other Canadian	0	0	0	3	0	3	0	0	0	3	0	3
<b>Total</b>	<b>300</b>	<b>68</b>	<b>368</b>	<b>7</b>	<b>0</b>	<b>7</b>	<b>337</b>	<b>20</b>	<b>357</b>	<b>644</b>	<b>88</b>	<b>732</b>

**Table 3.4 Headcount by Occupation, as of December 31, 2020 – West White Rose Project****Atlantic Region Contractor Stats****Head Count By Occupation**

West White Rose Project - Q4 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	9	8	17	0	0	0	1	2	3	10	10	20
Engineers	38	10	48	2	0	2	23	2	25	63	12	75
Management	65	13	78	2	0	2	13	3	16	80	16	96
Other Field Services	26	6	32	0	0	0	0	0	0	26	6	32
Professionals	26	18	44	0	0	0	2	3	5	28	21	49
Skilled Trades	109	6	115	0	0	0	256	3	259	365	9	374
Technicians & Technologists	27	7	34	3	0	3	42	7	49	72	14	86
<b>Total</b>	<b>300</b>	<b>68</b>	<b>368</b>	<b>7</b>	<b>0</b>	<b>7</b>	<b>337</b>	<b>20</b>	<b>357</b>	<b>644</b>	<b>88</b>	<b>732</b>

Table 3.5 outlines the percentage of women working on the WWRP as of December 31, 2020, against the targets in the project Diversity Plan. The total workforce of the WWRP for Q4 was 732. 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 3.4. Specifically,

- Managers and other professionals – 145 (37 female)
- Engineers – 75 (12 female)
- Technicians and technologists – 86 (14 female)
- Skilled trades – 374 (9 female)
- Other field services – 32 (6 female)
- see Other\* category in Table 3.5



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

<b>Total Workforce: 762</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	27%
Engineers	2131	Civil Engineers	20	14.3%
	0211	Engineering Managers	15	15.8%
	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	16%
	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	0
	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	0
	7271	Journey Person and Apprentices for the following categories: Carpenters and Joiners - Scaffolder, Carpenter (Formwork, Stopends, Accessway)	12	0
	7252	Plumbers and Pipefitters - Pipefitters Journey Person and Apprentices	5	4%

	7236	Ironworkers - Rodperson Journey Person and Apprentices, Structural Journey Person and Apprentices and Journey person (shop)		
	7611	Journey Person for the following categories: Laborers - Trades Helpers (Formwork, Concrete, Slip, Accessway)	20	10%
Other*	6541	Security guards	0	75%
	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.

While we met the target for engineers working on the project, the targets set for women in other categories were not met.

## 4.0 Purchase Order Summary

In Q4 2020, 1,272 purchase orders, valued at approximately \$73.1 million, were issued for White Rose and the West White Rose Project.

Table 5.1 provides a summary by location. Purchase order reporting for SWRX (previously reported as White Rose Extension Project) is rolled into White Rose purchase orders and purchase orders associated with the West White Rose Project are reported under West White Rose Project purchase orders.

**Table 5.1 Purchase Order Summary by Location**

<b>White Rose Purchase Orders Awarded in Q4 2020</b>				
	NL Location	Other Canadian Location	Foreign Location	Total
Total POs Issued	1,019	195	51	1,265
Total Dollar Value	\$57,322,202	\$10,427,197	\$3,083,565	\$70,832,963

<b>West White Rose Project Purchase Orders Awarded in Q4 2020</b>				
	NL Location	Other Canadian Location	Foreign Location	Total
Total POs Issued	2	4	1	7
Total Dollar Value	\$143,919	\$878,985	\$1,250,000	\$2,272,903

## 5.0 Photographs



In December, Lu-Anne Lake (l) and Kathy-Mercer White (r) presented Al Pelley of the Canadian Cancer Society with a cheque for \$10,000. The donation was in recognition of the staff at Husky for a year of safe operations and purchased 100 nights for out-of-town cancer patients.