

To Whom It May Concern

A Letter of Reference for Cindy Sutherland

I am Doug Geeraert, Executive Vice President of Glencoe Resources Ltd. I have 28 years of oil and gas industry experience primarily in asset development from an engineering background. I hired Cindy in 2006 for the position of Land Manager. Prior to that time Glencoe had several land professionals with different skills manage the P&NG rights but none with a well rounded understanding of all aspects of managing mineral land rights and related contracts. It was evident very early on that Cindy has a very well rounded skill set.

At that time Glencoe was beginning a large scale CO₂ flooding project that required significant attention to the development of Unit and Unit operating agreements. Leases had to be acquired and title had to be vetted. The area involved large swaths of Freehold minerals which added significant complexity to title confirmation.

Cindy has done a masterful job ensuring Glencoe's title is impeccable and that new lease documents and Joint Venture documents worked well for the specific purpose of CO₂ Flooding. As the CO₂ supply is continuous there is never the luxury of time to Unitize. Cindy has very skillfully managed tight deadlines and complex issues in the execution of her difficult job. I believe the unitization efforts of Glencoe (and Cindy in particular) in recent years is a model for successful Unitization in a Province that refuses to support forced unitization.

Beyond CO₂ related contracts Cindy managed our larger P&NG land holdings in conventional oil and gas rights and our first class Horseshoe Canyon coal bed methane mineral rights. She has expertly managed these rights with careful attention to details in the related mineral and joint venture contracts which included dealing with the disputes over coal gas rights where applicable.

Cindy's outstanding ability to understand all forms of contracts and to quickly identify the key concerns that need to be addressed has been a significant asset to Glencoe as well. Her extensive knowledge of freehold leases and the precedent law surrounding them is equally impressive. She is more than capable of creative contract development and in fact enjoys the challenge.

At Glencoe Cindy has managed a smaller land department but her contract understanding and organizational ability is suited well for much larger land holdings. She is truly a valuable asset to anyone looking for a self motivated, very experienced, fast paced individual for mineral land and joint venture contract development.

Sincerely



Doug Geeraert

Executive Vice President

Glencoe Resources Ltd.

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To: Potential Employer

Re: Cindy Sutherland

After 42 years of practicing law in Calgary I retired in March of 2015. Much of my career was devoted to acting for exploration and production companies, service companies, pipeliners, banks lending to those businesses and owners of freehold mineral rights in Alberta and elsewhere. I dealt with many landmen and land departments as part of that practice. I also dealt with the land profession when I was a speaker at CAPL seminars on the Torrens system and AFE matters.

Over the last number of years I have worked extensively with Cindy Sutherland in her capacity as land manager at Glencoe Resources Ltd. on many matters involving transactions of various kinds, royalties, title issues, unitization etc.

Cindy is one of the very best land professionals I have ever encountered. She is smart, detail orientated and very persistent. Cindy also thinks "out of the box" more than most in her profession which is a very valuable asset in trying to solve complex issues. Cindy is also pleasant to work with and has a good sense of humour. Cindy will be a valuable asset to any organization.

Feel free to call if you wish to discuss this letter.

Yours truly

A handwritten signature in cursive script that reads "Allan Nielsen". The signature is written in black ink and has a long, sweeping underline that extends to the right.

Allan Nielsen