

## PRESIDENT

**N. R. (NOEL) MILLIONS, PSL**

**YEARS AS CAPL MEMBER:** 20 YEARS ACTIVE  
**CURRENT EMPLOYER:** ENCANA CORPORATION  
**PRESENT POSITION:** MANAGER, SURFACE LAND  
**CAPL CERTIFICATION:** PSL



### KEY EXPERIENCE, SKILLS AND STRENGTHS:

I feel that the variety of experience I have gained from my career that has stretched across all of Western Canada, and most recently in NEBC, dealing with both Private and Crown Land, Indigenous Communities and working closely with various Government Ministries, coupled with my 4 year pursuit of my Conflict Leadership Certificate through the ADR Institute of Alberta, positions me to bring a unique approach to the Board. One of my favorite quotes is we have 2 ears and 1 mouth, try and use them proportionately.

### FOCUS:

My role as President will be to promote our Association and build upon the many talents this group of Professionals offers, through a collaborative approach. Common goals and purpose to bring about real/focused change, that will aid both our Profession and the Oil & Gas Industry for years to come.

The following are the Key Initiatives that I feel need the focus and support by the Board of Directors:

- Creation of a Vision and Supporting Strategic Plan
  - Feedback will be incorporated from:
    - A Past Presidents session April 26, 2018
    - 2018 Survey to Committee Chairs – Avoiding Silo's
    - 2017 Strategic Planning Forum (VP's & Land Manager) and Membership Survey
- Staying the course on Fixed Costs/Budget Focus
- Expanding our Education Portfolio
  - Courses that reflect our current roles as Land Professionals
  - Expanding our Awareness
- Promoting our Professionalism and continued focused on increasing our influence with Western Canadian & Federal Governments.

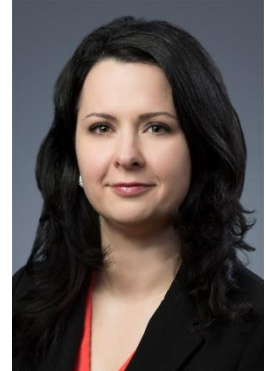
**CONTRIBUTIONS:**

I have been an active member with CAPL since 1999. I have held two (2) terms (07-09) and (15 to present) with the CAPL Board of Directors. I had the privilege of working with the following committees and learning the inner workings of our Association. These Director Portfolio's included (Public Relations, Fields Acquisitions and Management (FAM), Professionalism, Finance and this past year I served as your Vice President (2017). In conjunction with Board work, I have supported initiatives/committees in Membership and historically in FAM. I have also had a role in supporting the Activities Committee as part of the 2014 CAPL Conference in Jasper.

## VICE PRESIDENT

### KRISTIN RENNIE

**YEARS AS CAPL MEMBER:** 15 YEARS (12 ACTIVE, 3 STUDENT)  
**CURRENT EMPLOYER:** FREEHOLD ROYALTIES LTD.,  
RIFE RESOURCES LTD., CANPAR  
HOLDINGS LTD.  
**PRESENT POSITION:** SENIOR LANDMAN  
**CAPL CERTIFICATION:** N/A



### KEY EXPERIENCE, SKILLS AND STRENGTHS:

As CAPL charts its course through trying waters, I am happy to have been able to give back to this great association in the role of Director Finance for my first year on the Board. Each of our directors brings a unique viewpoint and experience to the table and I look forward to continuing to work towards lasting change, utilizing my professionalism, communication, organization and negotiation skills to serve the membership in the capacity of Vice President.

My educational background includes a BComm. in Petroleum Land Management and a BSc. in Geographic Information Systems from the University of Calgary. Raised in a small farming community east of Winnipeg, I understand land in its tangible form, and through years of working with great volunteers, mentors and teachers, I value and respect how our CAPL Land community fits within the oil and gas industry.

I currently work with Freehold Royalties Ltd., Rife Resources and Canpar Holdings, managing Freehold and Rife's working interest portfolio from Ontario to NE BC. Previous positions include handling of Shell's Heavy Oil portfolio, and conventional and unconventional assets for Fairborne Energy Ltd., and EnCana Corporation

### FOCUS:

"The most dangerous thing in the world is apathy" -the Karmapa, 2017

Having spent many hours with so many committed CAPL volunteers over the years, including this past year as Finance Director, I feel I have a strong basis on which to expand my contributions to our association. With your support, I will work with the Board to ensure the CAPL is well situated to weather the changes surrounding us, on micro- and macroeconomic, social and environmental fronts. Our association, like many in the Canadian oil and gas sphere, is in a precarious position. Financial, professional, information and time pressures require a collaborative and cooperative approach to ensure our association is recognized for its contributions in professional, personal and community arenas.

### CONTRIBUTIONS:

CAPL 2017/18 Director, Finance  
CAPL 2015/16 Conference Activities Committee  
CAPP OilSands Tenure Working Group (2014)  
CAPL Award of Merit, 2014, Negotiator Committee  
CAPL Negotiator Committee, Coordinating Editor (2011-present)  
CAPL Mentoring Committee, University of Calgary Mentor (2013-2017)  
CAPL Education Committee, 10 years of progressive responsibility (2003-2013)

## **DIRECTORS**

### **JACQUIE FARQUHAR**

<b>YEARS AS CAPL MEMBER:</b>	<b>20 YEARS (ACTIVE)</b>
<b>CURRENT EMPLOYER:</b>	<b>CHEVRON CANADA LIMITED</b>
<b>PRESENT POSITION:</b>	<b>SR LAND REPRESENTATIVE</b>
<b>CAPL CERTIFICATION:</b>	<b>N/A</b>
<b>PREFERRED DIRECTOR</b>	<b>BUSINESS DEVELOPMENT</b>
<b>PORTFOLIO(S):</b>	<b>AB OILSANDS</b>



### **KEY EXPERIENCE, SKILLS AND STRENGTHS:**

Over 25 years land experience in the energy business - land career experience at small, mid and large size companies both private and public companies. This diversity has provided me with a vast skill set and knowledge, working East Coast, Alberta, BC and Saskatchewan Assets.

Ability to effectively communicate and collaborate with peers, government, regulatory bodies, stakeholders, cross-function work teams and external companies to ensure optimal business performance and achieve company goals and objectives. Ensure quality tenure management and advocacy by leveraging land expertise, competencies and relationships.

Currently provide land expertise for BC area. Negotiations, land deal arrangements and involvement with larger Joint venture project, Upstream and Downstream activities, commercial and PGPA related aspects of the project.

Years of experience in Acquisition/Divestitures leading process from negotiations of Letter of Intent to post closing activities.

A highly motivated individual with excellent organizational and planning skills, strong interpersonal skills, who enjoys challenges and accomplishing effectively.

As a Director, I will continue to stay informed with government programs and initiatives that compliment industry requirements and seek ways to better develop programs working as a liaison with industry and government bodies/stakeholders to achieve common objectives.

### **FOCUS:**

As Director of AB Oilsands, would work closely with CAPP and other committees to ensure industry companies are been represented and heard on any matters, issues and/or concerns and work with groups to provide necessary framework to address these matters.

New GHG emission programs are another focus that needs to be better addressed and more clearly understood by industry from both a provincial and federal level. Some progress and recent announcements related from the province on Clean Growth Incentive Program has provided some clarity to industry, which will assist in framing for future development and programs.

I have been involved with Unconventional play in BC for the last five (5) years, I've been able to work with and influence government bodies to understand the challenges of these areas and considerations for longer tenure/extension periods, confidentiality periods for exploration wells and importance of continued programs and initiatives that will encourage and promote development, such as infrastructure programs.

**JACQUIE FARQUHAR, (Page 2)**

**CONTRIBUTIONS:**

Over the years 20 years I have been a member of CAPL, I provided time to participate on a variety of standardization committees (CAPL Operating Procedure's, Farmout procedure, Notice of Assignment, Pad sharing committee) and conference committees.

As a current member of the BC CAPP land tenure working committee, I've worked closely with other industry members and directly with the deputy ministers on various land tenure matters and industry concerns. I have also collaborated with CAPL Board members to inform on BC tenure, changes and implementations for updates in the Negotiator over the last 5 years.

I currently volunteer in the community at the National Music Centre.

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## **KATHRYN GAGNE**

**YEARS AS CAPL MEMBER: 20 YEARS ACTIVE**  
**CURRENT EMPLOYER: JOURNEY ENERGY INC.**  
**PRESENT POSITION: SUPERVISOR, CONTRACTS AND**  
**LAND ADMINISTRATION**  
**CAPL CERTIFICATION: N/A**  
**PREFERRED DIRECTOR PORTFOLIO(S):**

### **KEY EXPERIENCE, SKILLS AND STRENGTHS:**

I have been in the oil and gas industry for 20 years and currently work as Supervisor of Contracts and Land Administration at Journey Energy Inc. Over the course of my career, I have had the opportunity to obtain experience in all facets of land roles including negotiations, contract administration, A&D and joint ventures.

I have worked with a number of companies of differing sizes in a variety of roles as an employee and a consultant. Those diverse experiences provided me with insights about alternative approaches to decision making and positively influencing others and they continue to offer me perspective on the challenges faced by landmen in our ever-changing business environment.

### **FOCUS:**

I am open to any position within the CAPL portfolios that would best align with my strengths. I have made it my mandate to continue the excellent work done by previous CAPL board members, with an aim to continue to recognize the importance of these types of diplomatic roles and the dynamics that are continually imposed on them.

### **CONTRIBUTIONS:**

Earlier in my career, I was able to volunteer for various CAPL committees and was also a co-instructor of the University of Calgary's PLMA program within the Commerce program for five years. With my children older, I am now excited to engage once again as a CAPL Director. I am an efficient, driven and committed person and believe that I can contribute to the CAPL Board and our membership in these challenging times affecting our industry and profession.

## **KYLE HUNTLEY, CML**

**YEARS AS CAPL MEMBER:** 10 YEARS ACTIVE  
**CURRENT EMPLOYER:** 2060547 AB LTD.  
**PRESENT POSITION:** NEGOTIATOR  
**CAPL CERTIFICATION:** CML  
**PREFERRED PORTFOLIO:** TECHNOLOGY



### **KEY EXPERIENCE, SKILLS AND STRENGTHS:**

The CAPL needs to continue to be the vessel for industry advocacy from the business perspective. Building on its core values and its history, we need CAPL to be a leader in educating our membership, and by partnering with institutions in the training that points members toward senior-management in organizations. The Oil and Gas business continues to evolve and become more complex. We need our membership to be informed of the issues, their impact and potential solutions. The regular meetings must continue to build on their successes and present highly relevant speakers, on topical issues. Members will be engaged and will want to attend the meetings. Through this, we will improve our network, and derive the value of the membership for both ourselves and our companies. We need to continue to build and nurture relations with governments, the bureaucracies, NGO's and our stakeholders.

### **FOCUS:**

As Director, Technology, I would strive to build on the successes made in transforming the CAPL's website and event logistics to a highly user-friendly system. I would look to promote the Association in dealing with the promotion and enhancement of the industry, specifically with regulatory and stakeholder issues. Building on this, I will work to promote professionalism in our profession, and address the apprehension of our membership to adopt a designation.

### **CONTRIBUTIONS:**

I have served 2 years as the Chair of the Technology Committee, where I have assisted the board and membership through several projects ranging from analysis of the association's corporate insurance during the 2016 data breach, to sourcing software and other technologies for the benefit of the membership. I remain in this role, to aid in streamlining the new CAPL website. I have also drafted a new section of the Professionalism Manual, which has been absent for years. I have also served 4 years as a committee member for the Annual CAPL Trap Shoot. Last year I was a key member of the activities committee for the 2017 Annual Conference, a truly rewarding (and busy!) experience.

## **AMY KALMBACH, P. LAND**

**YEARS AS CAPL MEMBER:** 10 YEARS (ACTIVE)  
**CURRENT EMPLOYER:** BAYTEX ENERGY LTD.  
**PRESENT POSITION:** CONSULTING CONTRACTS  
LANDMAN  
**CAPL CERTIFICATION:** P. LAND  
**PREFERRED DIRECTOR PORTFOLIO(S):** PROFESSIONALISM,  
COMMUNICATIONS



### **KEY EXPERIENCE, SKILLS AND STRENGTHS:**

I have worked various roles in my 15+ years in oil and gas industry, including management, negotiating, drafting and administration with Mineral, Surface and Joint Venture disciplines throughout. I recognize the need for continuing education for land personnel by passing on industry knowledge to others and have been the instructor of Land 162 - Freehold Mineral Lease Course for SAIT since November 2013. I feel that my multifaceted background helps to understand CAPL members, various aspects of industry and its importance to CAPL.

### **FOCUS:**

My focus would be methods to keep CAPL relevant while keeping costs down for the association. Our members are working in a current challenging environment and we need to plan for the future and respond in a timely manner to their needs. I would like to consider alternative approaches in generating funding and look at potential aspects that may be ineffectively costing money.

### **CONTRIBUTIONS:**

Volunteer for CAPL The Negotiator Editorial Committee since March 2013  
Feature Content Editor since May 2016.



## **MCLEOD, WADE**

<b>YEARS AS CAPL MEMBER:</b>	<b>12 YEARS (ACTIVE)</b>
<b>CURRENT EMPLOYER:</b>	<b>PROGRESS ENERGY CANADA LTD.</b>
<b>PRESENT POSITION:</b>	<b>TEAM LEAND SURFACE</b>
<b>CAPL CERTIFICATION:</b>	<b>N/A</b>
<b>PREFERRED DIRECTOR PORTFOLIO(S):</b>	<b>FAM</b>



### **KEY EXPERIENCE, SKILLS AND STRENGTHS:**

I possess a unique mix of experience, knowledge and skills that would be a benefit in this position.

My strengths and qualifications are as follows:

- Land Professional with over 18 years of diverse experience in Surface Land Acquisition work in the areas of Oil & Gas (Upstream and Midstream), First Nations Consultation, Renewables (Wind and Solar), Transmission line Consultation and Acquisition, Telecommunications, and Municipalities across Western Canada.
- Demonstrated ability to lead, inspire, and engage others with creativity, strong business acumen and innovative spirit.
- Strong and effective team player, mentor and coach with excellent communication, negotiation, problem solving and analytical skills.
- Comprehensive understanding of surface land and regulatory requirements and processes in British Columbia, Alberta, Saskatchewan and Manitoba.
- Skilled in developing and maintaining strategic partnerships as well as collaborating and communicating with multiple internal and external stakeholders such as; office personnel, regulatory officials, and government agencies.
- Strong agricultural and environmental background; actively engaged in a large mixed farming operation.
- Engaged in an Environmental & Aggregate company in West Central Saskatchewan.

### **FOCUS:**

I WILL help promote professionalism and education throughout the many different facets of Surface Land. We need to ensure our skills and knowledge continue to evolve in order to bring value to our industry and all of our stakeholders. I look to foster mentoring relationships with new landmen to ensure professionalism and industry knowledge is shared and encouraged).

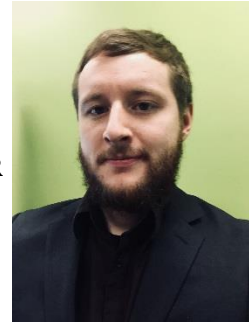
I believe I can be a significant contributor to the Board because of my commitment to high ethical professional standards and recognizing that these need to be shared and continually practiced by both new and seasoned landmen I would like my Board achievements to include acting as an informal mentor where I can, provide strategic direction that fosters growth and development of future legacy programs.

### **CONTRIBUTIONS:**

- Currently volunteer as Vice Chair on CAPL's Field Access Management (FAM) Committee.
- Volunteered on the 2017 CAPL Conference Program Committee.
- Volunteer Assistant Coach, and Tournament Coordinator, Calgary Minor Hockey.

## JUSTIN SULLIVAN

**YEARS AS CAPL MEMBER:** 1 YEAR (ACTIVE)  
**CURRENT EMPLOYER:** LANDSOLUTIONS LP  
**PRESENT POSITION:** MINERAL LAND NEGOTIATOR  
**CAPL CERTIFICATION:** N/A  
**PREFERRED DIRECTOR PORTFOLIO(S):** MEMBERSHIP



### KEY EXPERIENCE, SKILLS AND STRENGTHS:

While working in the oil and gas industry since 2011, I have gained experience in many diverse areas, as well as experienced the extreme highs and lows that this industry brings. The bulk of my experience and education is in Mineral Land, a discipline I currently work in. However, I also have experience in Surface Land and Joint Venture. I believe my diverse background can be tabled as an asset for CAPL.

### FOCUS:

If elected to a position on the board, I would immediately look to address one of the most glaring difficulties CAPL is facing, which is declining participation in CAPL events, and more important, declining membership numbers. This is an issue that I believe needs to be addressed immediately, and while I acknowledge that prior Board members have worked diligently towards solving this problem, I believe I may have unique insight into the issue. As a new and younger Active member of CAPL, I will bring the mindset of the key demographic of the Membership committee; the “junior” Landman. We need to adapt to a very fast changing industry, as well as cultivate a changing typeset of who, or what, a CAPL Landman will look like going forward.

### CONTRIBUTIONS:

Since joining the oil and gas industry in 2011, I have maintained an engaged presence at as many CAPL functions as I could; seeing them as a fantastic resource to launch an early career. While my career path sometimes deviated from what the traditional definition would define as a Landman, I did my best to remain engaged with CAPL. In 2014 I started the Petroleum Land Business (PLB) Program at Mount Royal University and graduated in 2016. As soon as I was able to I obtained my Student Membership in CAPL and continued to participate in events. In the summer of 2017, in conjunction with current Professors and alumni from the PLB program, I helped to create the PLBA, an alumni group with the express goal of promoting the PLB program, as well as celebrating its successes. I currently co-chair the PLBA and sit on the PLB Advisory Board at Mount Royal University to hopefully continue this program’s success. I dedicate to bring the same level of commitment to the CAPL board that I have brought to the PLBA, and do my best to help the Land profession, and our industry, to succeed.