



WhiteRose



2006 DIVERSITY PLAN REPORT

Submitted to the Canada-Newfoundland and Labrador Offshore Petroleum

Board

May 2006

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1.0 Introduction

Under Section 45(4) of the Atlantic Accord Implementation Acts, the Canada-Newfoundland and Labrador Offshore Petroleum Board (CNLOPB) may require that:

“... any Canada-Newfoundland benefits plan include provisions to ensure that disadvantaged individuals or groups have access to training and employment opportunities and to enable such individuals or groups or corporations owned or cooperatives operated by them to participate in the supply of goods and services used in any proposed work or activity referred to in the benefits plan.”

In the White Rose Benefits Plan, Husky Energy committed that its Project contractors operating or hiring in Canada would be required to act in a manner consistent with Husky's Workforce Diversity Policy. This is aimed at ensuring a fair representation of the four groups designated under federal employment equity legislation:

- Women
- Aboriginal peoples
- Visible minorities
- Persons with disabilities

Further to the Benefits Plan commitment, Husky Energy prepared the White Rose Project Diversity Plan, accepted by the CNLOPB in September 2003, which documents Husky Energy's approaches, principles, process and initiatives for meeting diversity goals during the development and operations phases of the project.

The Plan describes how Husky Energy will ensure that diversity is achieved throughout the White Rose Project. This includes the organizational requirements Husky and the main project companies have to satisfy in order to integrate diversity into the way they do their White Rose business, and the target setting, monitoring and reporting process that is used. This process sees Husky and the main contractors establish diversity targets and engage in internal monitoring so as to measure their success in meeting them.

Husky and its main contractors commit to these targets in their annual Diversity Reports. These are subject to review by the Husky Benefits Group, which also provides the CNLOPB with an annual Diversity Plan Report. This document is the third of these annual Diversity Plan Reports. It describes the implementation of the White Rose Diversity Plan, examines the project diversity achievements in 2005, and outlines the diversity targets that have been established for 2006.

2.0 The Implementation of the Diversity Plan Process

The primary responsibility for diversity planning within Husky Energy East Coast in 2005 continued to be held by Margaret Allan (Manager, Regulatory Affairs and Administration) and Ron LeDrew (Canada- Newfoundland and Labrador Benefits Analyst). In undertaking this work, they were supported by a co-op student with responsibilities for Canada- Newfoundland and Labrador Benefits and Public Affairs. Mark Shrimpton (Principal, Jacques Whitford), who assisted in the preparation of the Diversity Plan, has been retained as an external diversity consultant.

As was indicated above, Husky Energy and its main contractors prepare annual Diversity Reports. They are reviewed by the White Rose Project Diversity Committee, which is responsible for the overall co-ordination of the Diversity Plan. The main contractors are selected by Husky on the basis of the amount of work they are undertaking or subcontracting in Canada, as well as the number of personnel employed under the contract. The year 2005 saw a major transition as the project moved from construction to operations; this caused some contractors to leave the project, and others to join it.

While having submitted reports in 2004, the following no longer met the criteria to be directly involved in the White Rose diversity initiative in 2005:

- Aker Maritime Kiewit Contractors
- AMEC
- Fugro GeoSolutions
- Jacques Whitford
- Siemens
- Technip Offshore Canada Limited

The following companies continued to meet the criteria through 2005:

- A. Harvey & Company Limited

- Cameron
- Cougar Helicopters
- GlobalSantaFe
- Schlumberger Oilfield Services
- Seabase

The following companies first met these criteria in 2005:

- AKCS
- ASCO
- Atlantic Towing
- Canship
- Crosbie Group of Companies
- East Coast Catering
- Oceaneering Canada

Contact information for the companies that have met the criteria for direct involvement in the White Rose diversity initiative in 2005 is provided in Attachment 1. Included are the names of the persons taking responsibility for diversity on the White Rose Project.

Early in 2005, Husky reviewed the draft 2005 contractor Diversity Reports. In some cases, Husky staff or its diversity consultant met with individual companies to discuss the drafts and request revisions. The final reports, and Husky's own diversity actions and performance, were summarized at the 2005 Diversity Workshop and in Husky's 2005 Diversity Plan Report to the CNLOPB. In addition to these Project-related diversity initiatives, Husky developed its own 2005 Diversity Report, which established internal diversity process and outcome targets.

Through 2005, Husky undertook a number of other internal and contractor-related activities as committed to in the Diversity Plan. Specifically, Husky:

- Provided a diversity progress update to the CNLOPB on February 23, 2005
- Conducted a Diversity and Canada NL Benefits orientation session on July 8, 2005 for new Husky contractors that met the criteria to submit Diversity Reports
- Conducted a series of one-on-one meetings with all major contractors to discuss their diversity plans and provide advice on content and structure.
- Held a diversity workshop on November 16, 2005 with Husky contractors to share information collected during one-on-one meetings. There was also a presentation on the effects of the changing provincial demographics on employment, and PIHRC gave a presentation on work they are doing to promote the oil and gas industry as a good career path to choose.

Husky also continued to show strong leadership in terms of its diversity activity within the community. Through these activities, the company has forged strong working relationships with special interest groups that are able to provide specialist input on diversity matters. During 2005, these activities included:

- Exhibited at the Marine Institute Career Fair on February 10, 2005
- Husky's Vice President, East Coast Operations, Ruud Zoon, gave a presentation on March 10, 2005 at The Canadian National Institute for the Blind (CNIB) regarding the human resource structure of Husky and areas of potential employment. The audience consisted of members of the Coalition for People with Disabilities.
- Met with the Association of New Canadians on March 22, 2005 for a presentation on their mentoring program
- Attended a Canadian Council on Rehabilitation and Work (CCRW) seminar on the Disability Awareness Series on April 11, 2005

- Continued its support of the Techsploration Program coordinated by the women in Resource Development Committee, by providing sponsorship support and a program mentor. Husky's objective in supporting this initiative is to influence young persons' career decisions early in the education/training/employment continuum. Also attended the annual Techsploration Awards Luncheon on May 13, 2005.
- Met with a representative from the Vera Perlin Society on August 4, 2005, to discuss potential areas where Husky could provide support or avail of their clients
- Met with officials at the Native Friendship Centre to discuss potential areas where Husky could assist and toured the St. John's facility on August 4, 2005.
- Attended the Workplace Inclusion Awards Luncheon on September 28, 2005.
- Exhibited at the Memorial University of Newfoundland's Career Fair on October 3, 2005.
- In conjunction with the CNIB and their Community Access Program (CAP) facility, carried out an evaluation of the accessibility of the Husky website. The resultant recommendations have been passed on to Husky Corporate with the intention that they be incorporated when the website is overhauled in 2006.
- Husky was a Platinum sponsor for the Visions 2005 Luncheon hosted by the CNIB on November 9, 2005.
- Attended the Skills Canada Appreciation Evening on November 24, 2005.
- Participated in a round table discussion on technology and access to information hosted by the Independent Living Resource Centre (ILRC) on November 28, 2005.
- Operations manager and other Husky staff met with the Women in Resource Development Committee (WRDC) on December 8, 2005, to discuss diversity initiatives

over the past year and progress made towards initiating a female apprenticeship program with our engineering and maintenance contractor.

- Met with a representative of the CNIB and Coalition for People with Disabilities to discuss hosting a career day in mid 2006 targeted specifically at people with disabilities from 16 to 25 years of age.

The third annual White Rose Diversity Plan Workshop was held on March 8, 2006. As indicated in the Diversity Plan, the Workshop provides an opportunity for Husky, its major contractors, community groups and government to review the diversity record for the project in 2005 and to discuss proposed plans for 2006. Eighty-six people attended the 2006 workshop, an increase from the forty-six attendees in 2005. Eleven representatives from Husky were present; the remaining participants consisted of representatives of White Rose contractors, community groups and government agencies.

The main components of the workshop were:

- An introduction and update of the White Rose Project, by Ruud Zoon, Husky's Vice President/East Coast Operations;
- A White Rose diversity update, by Margaret Allan, Manager of Administration and Regulatory Affairs and Ron LeDrew, Canada-Newfoundland and Labrador Benefits Analyst, highlighting targets and outcomes of the initiative;
- A general overview of the White Rose Diversity Plan Process;
- A panel focussing on apprenticeship programs and experiences and the links to diversity. The panel included presentations by Andy Rankine, Husky Energy's Operations Superintendent, Jan Burry of the Women in Resource Development Committee, and Denise Hanrahan from the Department of Education;
- Real Life Stories: A Presentation by Jim Maher from the Department of Justice and a video profile of Zoe Webb of Cougar Helicopters and;

- A Keynote speech by His Honour, the Honourable Edward Roberts, Lieutenant Governor of Newfoundland and Labrador, on the Province's demographic trends and their implications.

The agenda for the Diversity Plan Workshop is attached as Attachment 2.

3.0 White Rose Project Diversity, 2005

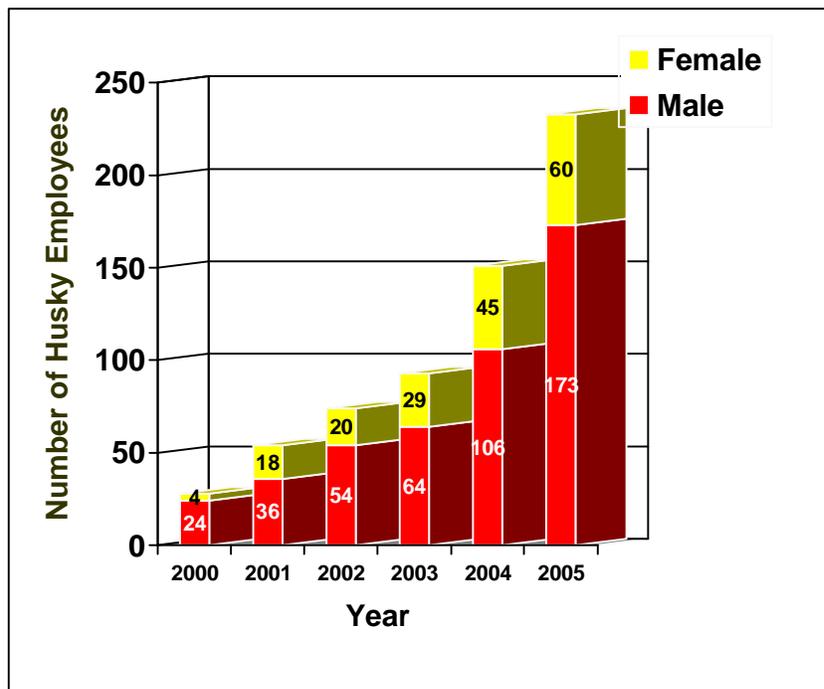
This section of the report provides information on White Rose project diversity in 2005, based on information collected for Canada-Newfoundland and Labrador Benefits reporting purposes.

3.1 Husky Energy

3.1.1 Women’s Employment

The Husky Energy White Rose labour force increased steadily from the time that work started in 2000 until the end of 2005, when the company had 233 employees (Figure 1). Women’s participation in the Husky workforce was initially very low (14% in December 2000), but has fluctuated between 26% and 33% since then. While the percentage of women in the Husky workforce decreased from 30% to 26% between 2004 and 2005 (see Figure 2), it is important to note that the number of women in the workforce continued to increase from 45 to 60 over the same period.

Figure 1: Husky Energy Staff, by Gender, 2000-2005



Source: Husky Energy

Diversity is not solely concerned with the aggregate numbers in the workforce. It is also important to track the numbers and percentages of designated group members in different occupational categories and hence the degree to which they are concentrated in, or excluded from, occupations.

Since 2003, the percentage of women in the Husky workforce has declined from 30 to 26%. Most of this decline occurred in 2005, and was the result of the hiring of marine crew as part of the move from development to production. Based on Husky's recruitment efforts, it appears that there is a limited pool of women in the province qualified and interested in such work, and none are currently working for Husky offshore. Section 4.0 of this report describes a number of initiatives that Husky and its contractors are undertaking to address this issue.

Within different occupational categories (refer to Figure 2 below), 2005 saw increases in the percentages of women who are working for Husky as Engineers (from 10% to 13%), Professionals (24% to 35%) and Students (40% to 50%). However, there were also declines in women in the Technician and Technologist (33% to 13%) category. The latter is due to an increase of men in the department (from 6 to 13 employees) and only a small decrease in the number of women (from 3 to 2 employees).

Figure 2: Percentage of Women at Husky Energy by Job Category

Job Category	% of Women as of Dec 31, 2003	% of Women as of Dec 31, 2004	% of Women as of Dec 31, 2005
Management	7	8	5
Administrative/Clerical	100	90	100
Engineers	19	10	13
Technicians/Technologists	33	33	13
Professionals	26	24	35
Skilled Trades*	NA	NA	NA
Marine Crew*	NA	NA	0
Other Field Services*	NA	NA	NA
Students	44	40	50
Total %	31	30	26

Source: Husky Energy

* Husky did not have employees in these categories, with the exception of the addition of marine crew in 2005, all of whom were male.

3.1.2 Employment of Other Designated Groups

Very little information is available on the participation of Aboriginal peoples, visible minorities and persons with disabilities in the Husky Energy, or White Rose Project, labour force. Furthermore, the information that is available is largely anecdotal, preventing any meaningful comparisons across time or between companies or occupations. This is a result of confidentiality concerns, which preclude Husky Energy or its contractors identifying, or requiring the self-identification of, designated group members. The only data available are those, such as are gathered by Recruitsoft (see below), which permit a voluntary and confidential self-identification.

3.1.3 Recruitment

Husky Energy advertises the majority of its positions in Newfoundland and Labrador newspapers (including some serving rural areas) and on Husky's website as a minimum. Furthermore, postings are simultaneously e-mailed to various community groups that represent the interests of the four designated groups. Since 2004, Husky has also encouraged applications from members of these groups by attaching to all job advertisements the following statement: "Husky is committed to creating a company that values diversity as fundamental to its business operations"

Husky uses Recruitsoft, an online recruitment management system, as a diversity support measure. It minimizes human bias in the selection of potential employees by asking a series of job-related pre-screening questions that permits the creation of a profile of the individual. Candidates are led through an application process that includes pre-screening questions established specifically for that job by the Human Resources Advisor, in consultation with the hiring manager. The system automatically filters and grades applicants using predetermined skill criteria, and provides an objective, bias-free, ranking of applicants.

Recruitsoft also provides applicants an opportunity for voluntary and confidential self-identification, in terms of the four designated groups. This information is not linked to any specific resume; as a consequence, Husky is not aware of the originator of the voluntary information.

The self-identification questions provide Husky with data on the applicant pool. Figure 3 summarizes designated group membership information, based on self-identification from 204 East Coast Development job competitions Husky has held since May 2003 (69 of these from March 2005 to February 2006). It indicates the percentage of women, men, aboriginal persons, visible minorities and persons with disabilities among applicants for positions in each of three occupational groups, and of all applicants.

Figure 3: Percentage of Designated Groups at Husky Energy by Job Category

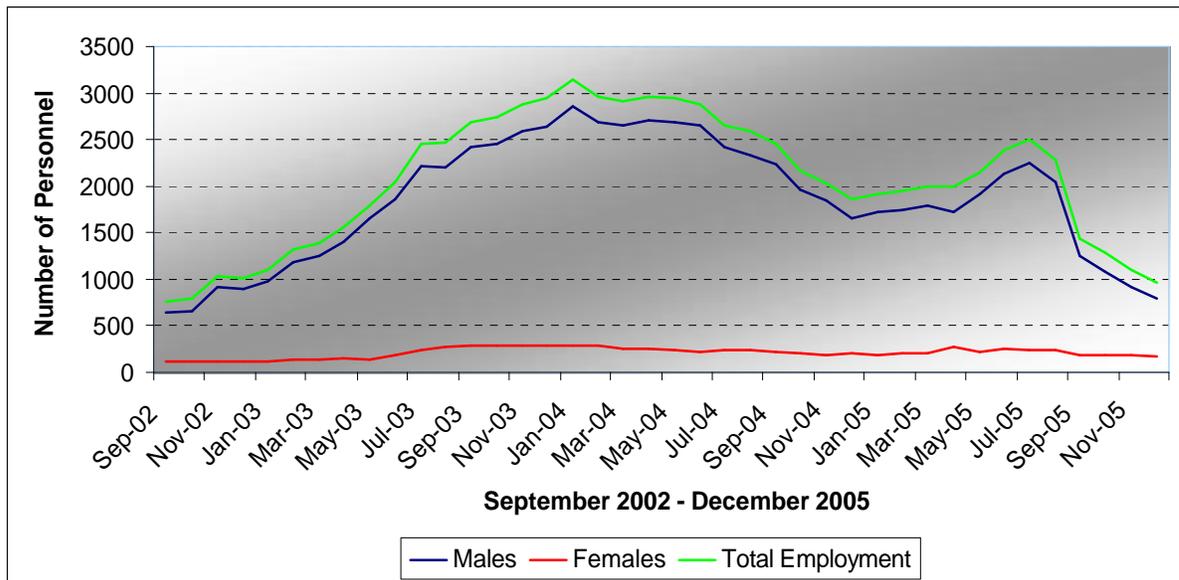
Category	Female	Male	Aboriginal	Visible Minority	Persons with Disabilities
Professional	16%	84%	1%	9%	1%
Students	30%	70%	2%	13%	1%
Administrative	77%	23%	2%	4%	3%

Figure 3: Recruitsoft Statistics

3.2 White Rose Project

As is seen in Figure 4, the representation of women in the total White Rose project workforce, working for Husky and its contractors, has increased only slightly since work on it began. As of December 2004, there were 1515 people employed on the Project from Newfoundland and Labrador, including workers in St. John's, Marystown, Bull Arm and offshore. Of these, 177 (12%) were women. By the end of 2005 the end of construction had resulted in the total number of employees falling to 814, of whom 157 (19%) were female. Essentially, the number of women working on the project was not significantly affected.

Figure 4: Project Employment – All Locations - September 2002 – December 2005



Source: Husky Energy

As was the case for Husky Energy employees, the percentage of women working on the project varies significantly across occupations. Overall, since 2003 the project has seen an increase in the number of women employed on the project. Female employment rose from 121 in January, 2003 to a peak of 293 in January, 2004 and finally tapered off to 173 by the end of the project in December 2005 (see Figure 5). The increase was particularly rapid during 2003, in part as a result of increased fabrication activity in Marystown. The sustained increase in numbers as of the end of December 2005 is a result of the shift from development to production.

Within different categories (see Figure 6 below), the 2005 increase in women’s share of the project workforce was particularly notable in the case of the following occupations: Management (8% to 14%), Engineers (7% to 12%), Professionals (34% to 41%), Other Field Services (8% to 12%) and Students (31% to 50%). There were also slight increases in the case of Administration and Clerical (where female employees have traditionally predominated throughout Canada), from 77% to 79%, and Skilled Trades (1% to 2%). However, there was also a steep decline in the percentage of Technician and Technologist positions held by women, from 12% to 6%. It is thought that this resulted from the overall

decrease in the size of this category (from 226 to 86 employees) resulting from the shift to operations from construction.

Figure 5: Total Female Employment All Locations - September 2002 – December 2005

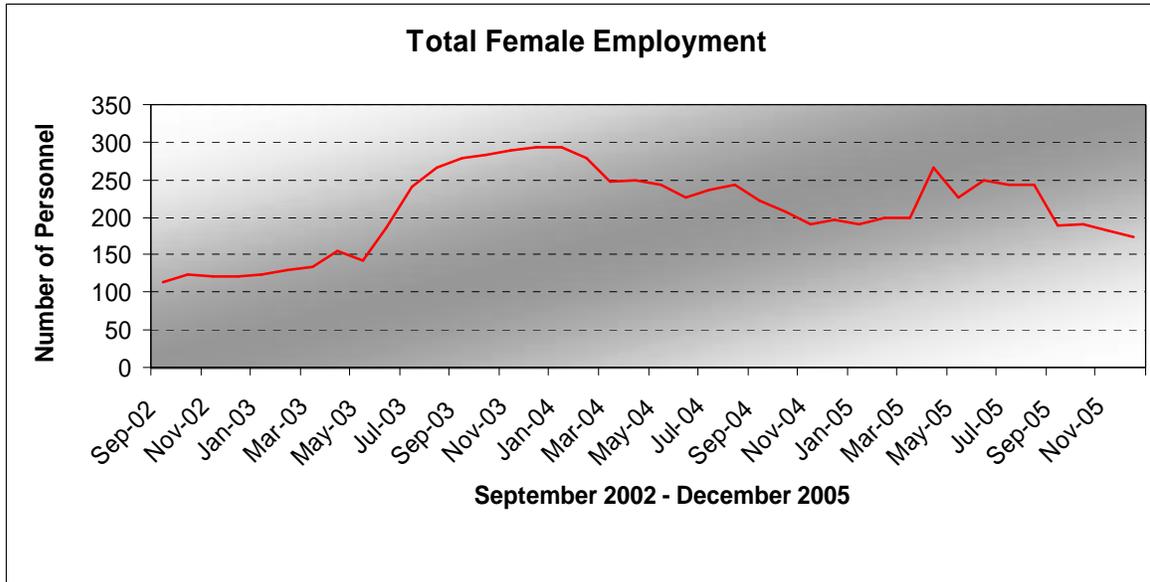


Figure 6: Breakout of Women on the White Rose Project by Job Category

Total/Percentage	Total		Percentage	
	Dec 2004	2004	Dec 2005	2005
Occupation	Female	Female	Female	Female
Management	7	7%	11	14%
Administration & Clerical	85	77%	67	79%
Engineers	14	7%	19	12%
Technicians & Technologists	27	12%	5	6%
Professionals	29	34%	32	41%
Skilled Trades	9	1%	1	2%
Marine Crew	1	1%	7	3%
Other Field Services	12	8%	14	12%
Students	13	31%	17	50%
TOTAL HEADCOUNT	196	11%	173	18%

Source: Husky Energy

4.0 White Rose Project Diversity Achievements and Targets

This part of the report summarises the achievements of Husky Energy and its main contractors with respect to diversity targets in 2005, and the new targets they have set for 2006.

4.1 Process Achievements and Targets

Process targets are the actions that Husky Energy and its main contractors commit to take over the course of the year in order to achieve greater diversity. They include actions in the areas of information and communications, employee recruitment and selection, employee development, workplace environments, and contracting goods and services.

The process targets vary greatly across companies, reflecting their different circumstances, involvements and workplaces. For example, some will not be hiring, or only hiring from occupations that have long been dominated by women, while the hiring decisions of others will be constrained by collective bargaining provisions. The Plan allows Husky and its main contractors to develop targets that are appropriate to their organization and activities, and to labour market constraints.

4.1.1 2005 Process Achievements

Husky Energy and its main contractors committed to a large number of process targets in their 2005 Diversity Reports. Most of these targets were achieved. Where they were not, and providing they are still relevant, they have now been identified as targets for 2006 (see Section 4.1.2). Specific process achievements in 2005 include:

Information and Communications

- Participated in the Marine Institute Career Fair
- Made financial contributions to, and facilitated the involvement of employees in mentoring for the Techsploration program

- Made diversity a standing item in White Rose project management meetings

Employee Recruitment and Selection

- Participation in Aboriginal Human Resource Development Council of Canada and developed a working relationship with three Aboriginal groups regarding recruitment
- Support of the Networks for Change initiative, including a seven-module how-to guide to Aboriginal inclusion
- Hired a woman as a Welder Apprentice for marine base operations
- Developed a diversity statement and included it in all job advertisements
- Updated the company website to include an online employment application form that does not disclose information on age, gender, culture or ethnicity

Employee Development

- Established a succession plan that designated a technical field position in Atlantic Canada for a women employee
- Trained a female Aboriginal employee in the IT and clerical skills required for an administrative position for which she was not previously qualified

Working Environments

- Accommodated the transfer of an existing dual career family to Newfoundland operations, with the female employee assigned to a senior technical position
- Introduced new employee orientation that includes a presentation on our Harassment Free Workplace Policy
- Provided a 2.5 hour harassment presentation to all Marine Base Supervisors

Contracting Goods and Services

- Use of the Waterford Foundation's Evergreen Recycling Program

4.1.2 2006 Process Targets

Husky Energy and its main contractors have committed to various new process targets for 2006. These targets build on those implemented in 2005. The range of process targets for 2006 also reflects the transition from development to production activity. This saw the introduction of some contractors which are accordingly new to the diversity planning process and in some cases need to implement basic initiatives. The 2006 process targets include:

Information and Communications:

- Invite diversity group representatives to Management Sessions to present, explore and inform on diversity issues
- Make presentation on Diversity Plan to the primary labour contractor
- Introduce a leadership training program and/or bulletin that includes discussion of the corporate emphasis on diversity and respectful workplaces
- Have a manager attend a workshop on employee relations in a diverse work environment and communicate the information learned to all employees
- Include harassment in discussion at weekly safety meetings
- Inclusion of diversity statement in corporate brochure and on website

Employee Recruitment and Selection:

- Develop and conduct a training seminar for recruitment personnel, including review of Diversity Plan and related requirements and commitments
- Review the selection process for sample job categories, so as to ensure it does not adversely affect women or other designated groups
- Encourage current employees to inform any interested friends and relatives of Diversity Plan, in order to broaden awareness of employment opportunities

Work Environments:

- Roll out our Harassment Program to other corporate operations
- Set aside at least one Safety Meeting per hitch to discuss workplace harassment and employee relations in a diverse work environment

Employee Development

- Track training to ensure there is an equitable distribution of opportunities
- Monitor promotions so as to identify evidence of systemic barriers

4.2 Outcome Achievements and Targets

Outcome targets are reasonable but ambitious numerical measures of change that Husky Energy and its main contractors commit to achieve over the course of the year. Reflecting the different circumstances in which project companies may find themselves, these may vary widely. For example, the Diversity Plan proposes that they take the form of measures of change in their shares of any or all of the following:

- Positions in the current workforce, as a whole and within specific occupational categories;
- Hires, including those hired for full time, part time and contract positions;
- Co-operative student work terms;
- Promotions;
- Special assignments or other forms of employee development; and
- Resumes in a company database.

4.2.1 2005 Outcome Achievements

Husky Energy and its main contractors committed to various outcome targets in their 2005 Diversity Reports. Review of the 2006 Reports indicates that most were achieved over the course of the year. For example, the following were reported among the 2005 outcome achievements:

- 14% of 2005 person-years of Marine Base employment were worked by women (target was 10%)
- 25% of job interviews were held with designated group representatives
- 42% of trainee placements on vessels were held by women, compared to only 14% in 2002
- 19% of trainee placements on vessels were held by aboriginal people, compared to zero in 2002
- 44% (7 of 16) of our employees on the Sea Rose FPSO were female
- Hired a visually impaired employee as a Steward on the Henry Goodrich drill rig; while blind in one eye, met all requirements and qualifications for the position
- Provided 9 women with work term experience on vessels and in office
- Through partnership with Marine Institute, provided a group of Aboriginal people a 5-day orientation on vessel; subsequently placed 6 Aboriginal people on vessels for 60-day work term
- 12.4% of the Newfoundland and Labrador workforce belong to visible minorities
- Of new graduate recruits (engineering and engineering technology), 37.5% were women
- The offshore workforce includes women in the following positions: Assistant Vessel Superintendent, Chief Cook and Deck Officer
- As of December 2005, 30% of employees are female; 4 women were part of the Offshore Hook-Up and Commissioning Team in the following positions: Mechanical

Engineer, Facilities Process Engineer, Mechanical Maintenance Engineer, and Instrumentation Technician

4.2.2 2006 Outcome Targets

The outcome targets to which Husky Energy and its main contractors have committed for 2006 are listed below. It should again be noted that some of these targets were set by new White Rose contractors:

- 75% of coop work term student interviews held with designated group representatives
- 25% of job interviews held with designated group representatives
- At least 40% of job interviews held with designated group representatives
- 50% of special assignments and other employee development initiatives to go to designated group representatives
- Provide three onshore apprenticeships for female technologists/tradespersons
- Designate a technical field position in Atlantic Canada for a female employee
- Progress the career of a visible minority representative into a management position in Atlantic Canada
- Assign an additional woman and an additional visible minority representative to Field Engineer or Field Specialist positions in Atlantic Canada
- Ensure that more than 30% of cadet placements go to women

Success in achieving these targets will be reported in the 2007 White Rose Diversity Plan Report.

5.0 Conclusion

The year 2005 saw major changes and significant further progress in implementing the White Rose Diversity Plan. In the former case, the move from development to operations saw changes within Husky Energy, both in terms of staffing (with some different skills requirements, including a greater emphasis on offshore workplaces) and priorities (with an increased emphasis on long-term and life-of-field considerations). It also saw a number of large contractors leave the project, including the main construction contractor and its unionized labour environment. Other contractors joined the project and were brought into the Diversity Plan process.

Progress in implementing the Plan resulted from both the move to the operations phase and, for Husky and some contractors, increased experience with associated challenges, approaches and opportunities. As an example of the latter, the semi-annual meetings between Husky and the main contractors at their premises proved very effective.

The year has also seen clear evidence of the emergence of a diversity culture. Whereas contractors had earlier been primarily concerned about the challenges and costs of diversity, they increasingly showed enthusiasm about, and pride in, what they had achieved. This was reflected in growing numbers of contractor representatives participating in the annual Diversity Plan Workshop and the semi-annual meetings of the White Rose Diversity Committee. In the former case, more contractors were also willing to be identified along with their initiatives and successes. Some contractors are now also applying White Rose Diversity Plan initiatives on other projects and within their non-petroleum industry business units.

Similarly, 2005 saw community interest groups becoming more confident and trusting of the Husky and contractor commitment to diversity. This resulted in their becoming more engaged in both the process in general and specific initiatives. Generally, there has been greater collaboration between Husky, its contractors, and such groups as the WRDC and CNIB, with the community groups being more proactive in proposing initiatives.

It is expected that these trends will continue in 2006 and beyond. The combination of experience and trust should lead to yet further collaboration between Husky, its contractors and community groups as they work to find increasingly effective means of building

diversity throughout the project. This will be supported by other operators as they become involved in diversity planning given that the 2006 CNLOPB Development Plan Guidelines make it clear that any future projects will have to meet diversity requirements. This also presents the possibility of synergies through Husky working with other operators, industry groups and community stakeholders to promote diversity on an industry-wide basis.

Attachment 1 – Contracting Company Contact Information

AKCS	Janet Chafe	janet.chafe@akcsop.com
Crosbie Salamis	Derrick Crocker	dcrocker@crosbiegroup.com
Oceaneering Canada Ltd.	Ebony Penney	epenney@oceaneering.com
ASCO Canada	Kelly Horne	kelly.horne@ascocan.com
Atlantic Towing	Craig Reid	reid.craig@atlantow.com
Canship Umland Ltd.	Larry Moore	lmoore@canship.com
A. Harvey & Company Ltd.	Fabian Connors	ffc@aharvey.nf.ca
Cougar Helicopters Inc	Renee Paddock	rpaddock@cougarhelicopters.ca
Seabase Limited	Rick Strong	rick.strong@seabase.ca
Cameron	Irene Brace	bracei@camerondir.com
Schlumberger	Barry North	north@st-johns.oilfield.slb.com
GlobalSantaFe	Michelle Hynes	michelle.hynes@globalsantafe.com
East Coast Catering	Brad Courtenay	bcourtenay@eccltd.ca

Attachment 2 – 2006 Diversity Workshop Agenda

WHITE ROSE PROJECT
2006 DIVERSITY WORKSHOP
Wednesday, March 8, 2006
Admiral's Green Clubhouse, Pippy Park

Agenda

8:30 am-----Refreshments

8:45 am-----Welcoming Remarks/ Summary of White Rose Project and Operations Update - Ruud Zoon (Husky Energy)

9:10 am-----White Rose Diversity Update - Margaret Allan (Husky Energy)

9:45 am-----Apprenticeship panel– Chaired by Mark Shrimpton (Jacques Whitford Ltd)

- The Apprenticeship Experience – 2003 Survey – Denise Hanrahan (Dept of Education)
- NL Apprenticeship Advisory Board - Jan Burry (WRDC)
- UK / North Sea Program - Andy Rankine (Husky Energy)

10:15 am -----Questions and Answers

10:30 am -----Refreshment Break

10:45 am -----Real Life People – Real Life Stories

- Jim Maher (Dept of Justice)
- Zoe Webb (Cougar Helicopters)

11:30 am ----- Networking Break

12:00 pm -----Lunch - Key note speaker

(His Honour, the Honourable Edward Roberts Lieutenant Governor of Newfoundland and Labrador)

1:15 pm-----Closing Remarks (Ruud Zoon)

Attachment 3 - Photos



2005 Annual Techsploration Partners and Sponsors Luncheon



Maersk Seabase Aboriginal Deckhand Training Program



First Female Deckhand to Participate in a Rig Move on the Grand Banks



Female Apprentice Welder at A. Harvey and Company



Husky Annual Diversity Workshop March 8, 2006



Husky Receives Award From the CNIB as a Platinum Sponsor for the Visions 2005 Luncheon on Nov 9, 2005



Grade 9 Girls in the Techsploration Program are Provided with a Tour of the Atlantic Osprey



Husky Work Term Students