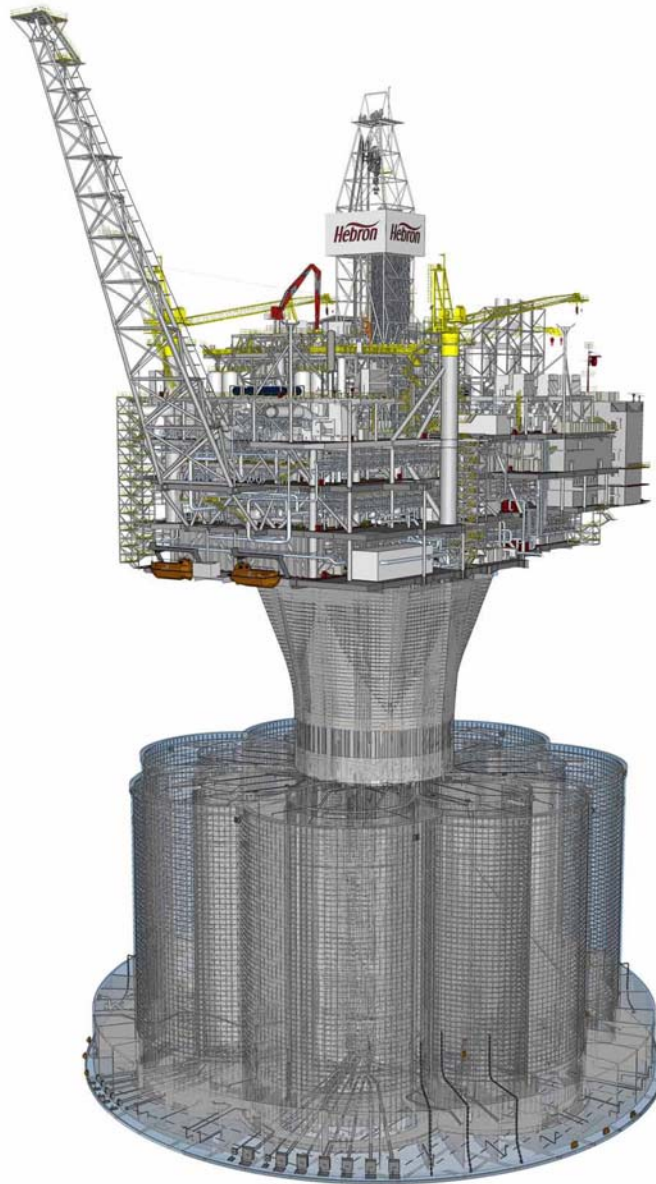




ExxonMobil Canada Properties



**Hebron Project Canada-Newfoundland and Labrador Benefits Report  
for the Period July 1, 2015 to September 30, 2015**

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## 1.0 Introduction

Hebron is a heavy oil field estimated to produce more than 700 million barrels of recoverable resources. The field was first discovered in 1980, and is located offshore Newfoundland and Labrador in the Jeanne d'Arc Basin 350 kilometres southeast of St. John's, the capital of Newfoundland and Labrador. It is approximately 9 kilometres north of the Terra Nova project, 32 kilometres southeast of the Hibernia project, and 46 kilometres from the White Rose project. The water depth at Hebron is approximately 92 metres.

The Hebron co-venturers are: ExxonMobil Canada Properties (EMCP) (36%), Chevron Resources Limited (26.7%), Suncor Energy Inc. through the Hebron Petro-Canada Partnership (22.7%), Statoil Canada Ltd. (9.7%) and Nalcor Energy (4.9%). EMCP is the operator of the Hebron Project.

During May 2011, EMCP, on behalf of the Hebron co-venturers, filed the Hebron Benefits Plan with the Canada-Newfoundland and Labrador Offshore Petroleum Board (C-NLOPB). The Hebron Benefits Plan was conditionally approved on May 31, 2012 and covers the construction and operations phases of the project.

Five key principles of the Benefits Plan include:

- Meeting local benefits commitments while maintaining the highest levels of safety, environmental performance, efficiency and integrity of our operations;
- Selecting contractors and suppliers that will work diligently with us to deliver benefits to the people of the Province;
- Promoting the development of local skills and industry capacity that leaves a lasting legacy for the communities in which we operate and for the Province;
- Delivering execution certainty so that Hebron delivers best-in-class return on investment to stakeholders, including the Province of Newfoundland and Labrador; and
- Working collaboratively with industry, government, academic and training institutions, community and other stakeholder groups for the effective delivery of benefits.

As outlined in section 45 of the Atlantic Accord Acts, specific provisions of the Hebron Benefits Plan include a plan for:

- The employment of Canadians and, in particular, members of the labour force of the Province of Newfoundland and Labrador;
- Providing manufacturers, consultants, contractors and suppliers and service companies in the Province, and other parts of Canada, with full and fair opportunity to participate on a competitive basis in the supply of goods and services used in any proposed work or activity referenced in the Benefits Plan;
- Providing first consideration to services provided from within the Province and to goods manufactured in the Province, where those services and goods are competitive in terms of fair market price, quality and delivery;
- Consistent with the Canadian Charter of Rights and Freedoms, providing individuals resident in the Province with first consideration for training and employment in the work program for which the Benefits Plan was submitted;

- The establishment of an office in the Province where appropriate levels of decision-making are to take place; and
- Expenditures for R&D, including education and training, to be carried out in the Province.

This report summarizes the Hebron Project activities for the period of July 1, 2015 to September 30, 2015 in the areas of employment, expenditures and other relevant areas.

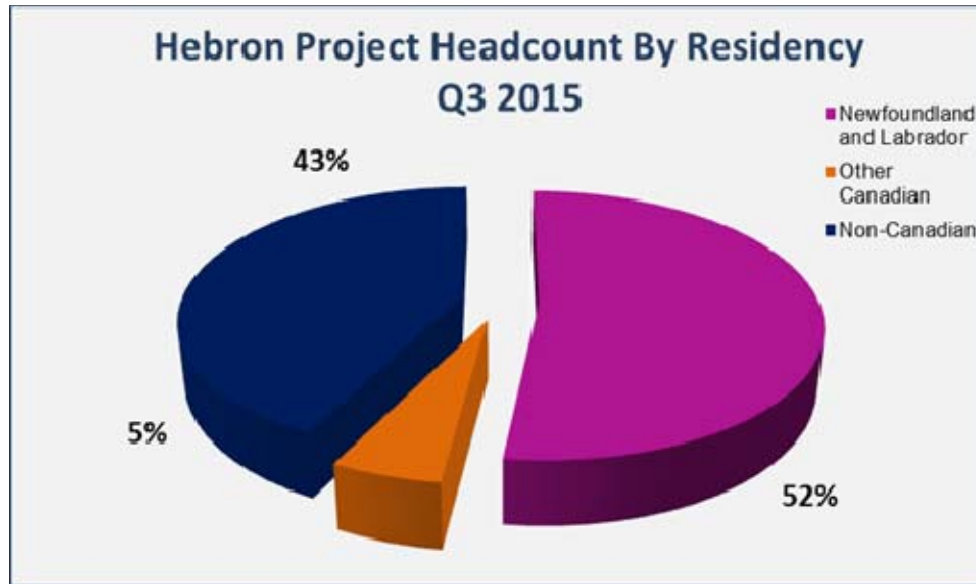
## 2.0 Employment

The total number of person hours worked on the Hebron Project during Q3 2015 was 5,937,911. The total number of people employed on the Hebron Project during Q3 2015 was 10,205 of which 5,313 (52%) were NL residents, 544 (5%) were Other Canadian and 4,348 (43%) were Non-Canadian based on Canadian General Standards Board (CGSB) reporting guidelines and the C-NLOPB definition of residency (i.e. in compliance with the Newfoundland and Labrador Elections Act). Of the 10,205 employed on the project during Q3 2015, 3,568 were working at Bull Arm site.

Total Employment Summary Hebron Project Q3 2015			
Direct Employment (Total Number of Persons)	Newfoundland and Labrador Residents	Other Canadians	Non-Canadians
10,205	52%	5%	43%

### Notes:

1. Report includes reported number of persons directly employed on the project, including operator and contractor personnel
2. Residency status is reported as of the time of hire, based on the following definitions:
  - Canadian Citizen:**  
A person who was born in Canada and has not relinquished his/her Canadian citizenship; or, a person who has been granted Canadian citizenship; or, a person who has been granted landed immigrant status.
  - Newfoundland and Labrador Resident:**  
A Canadian citizen or landed immigrant who meets the residency requirements of the Province as defined by *The Elections Act*, SNL 1992, CE-3.1. (At point of hire)
3. Headcount includes persons that have worked 50% of their time (at least 80 hours per month) during Q3 2015



Employment Summary by Location Hebron Project Q3 2015						
Location	Total Number of Persons					
	Residency Status			Gender		TOTAL
	NL	OC	NC	Male	Female	
Newfoundland and Labrador	5,297	435	271	5,258	745	6,003
Other Canada	-	18	-	12	6	18
Outside Canada	16	91	4,077	4,080	104	4,184
<b>TOTAL</b>	<b>5,313</b>	<b>544</b>	<b>4,348</b>	<b>9,350</b>	<b>855</b>	<b>10,205</b>

Notes:

- Disciplines are based on the following National Occupational Classification (NOC) Codes:
  - Management** includes: Senior Managers as well as Middle and Other Managers
  - Administration** includes: Administrative & Sr. Clerical Personnel as well as Clerical Personnel
  - Engineers** includes: only those in that NOC code
  - Technicians** includes: Semi-professionals & Technicians
  - Professionals** includes: only those in that NOC code
  - Skilled Trades** includes: Skilled Crafts & trades as well as Skilled Trades & Services
  - Labour** includes: Semi-Skilled Manual Workers, Other Manual Workers as well as Intermediate Sales & Service
  - Students** includes: any student enrolled at a recognized educational institution or accredited academic program and includes both graduate and undergraduate students, cadets or any other student
  - Other** includes: positions that do not fit into any of the other disciplines

Employment Summary by Discipline Hebron Project Q3 2015					
Discipline	Number of Persons				Total number of Persons
	Male	%	Female	%	
<b>Management</b>	441	94%	30	6%	471
<b>Administration</b>	38	20%	152	80%	190
<b>Engineers</b>	472	88%	65	12%	537
<b>Technicians</b>	460	88%	60	12%	520
<b>Professionals</b>	535	74%	191	26%	726
<b>Skilled Trades</b>	3,347	93%	267	7%	3,614
<b>Labour</b>	4,026	98%	72	2%	4,098
<b>Students</b>	31	63%	18	37%	49
<b>Other</b>	-	-	-	-	-
<b>Total:</b>	9,350	92%	855	8%	<b>10,205</b>

Person Hour Summary Report Hebron Project Q3 2015	
Activity/Component	Total Person Hours
<b>Project Management Team</b>	326,973
<b>Gravity Based Structure</b>	1,673,263
<b>Topside</b>	3,866,885
<b>Offshore Loading System</b>	70,790
<b>Total (Q3 2015)</b>	<b>5,937,911</b>
<b>Total (Year to Date)</b>	<b>14,629,468</b>
<b>Project Cumulative</b>	<b>50,984,598</b>

Note: Project management team hours include third party contractors in support of the project management team and operations readiness group hours. Person hours and headcount are updated as more recent information becomes available. Reports may be subject to change.

Following a reassessment of 2014 and 2015 person hours, the revised total to date hours as of Q2 2015 is 45,046,687.

### 3.0 Canada-NL Content Estimates

The table below details the estimated Canada-NL content of actual expenditures during the quarter, year to date and cumulatively for the Hebron Project.

Canadian-NL Content Estimates Hebron Project Q3 2015			
Reporting Period	Content		
	NL (%)	Other Canadian (%)	Non-Canadian (%)
<b>Q3 2015</b>	60%	3%	37%
<b>Year to Date</b>	58%	5%	37%
<b>Project Cumulative</b>	54%	8%	38%

### 4.0 Contracting and Procurement

The table below provides a listing of contract awards with a value greater than \$250,000 during the reporting period of July 1, 2015 to September 30, 2015. The table includes a description of the contract, name of the contractor and the contractor's location at time of award.

Contracting Activity Hebron Project Q3 2015		
Description	Contractor	Contractor Location (NL, OC, NC)
<b>EMCP CONTRACTS</b>		
Supply of Lubes and Greases to the Hebron Platform	Imperial Oil Limited	OC
Certifying authority services	Lloyds Register North America, Inc.	NL
Supply and Management of OCTG and Associated Services	East Coast Tubulars Ltd.	NL
Core Storage and Sampling Services - Hibernia, Hebron and Hibernia Southern Extension Projects	Geotech Services Inc.	NL
Gravel Pack Operations and Maintenance Hebron - supply of offshore gravel packing services including onshore preparation and support	Halliburton	NL
<b>KKC CONTRACTS</b>		
Shaft Hoists	COH Inc.	NC
<b>WORLEYPARSONS CONTRACTS</b>		
Fagioli: Supply of steel structures (ramps, stools, mats)	OMBA	NC
Fagioli: Supply of Direct & Indirect Site Construction Services Support (incl. Management, Craft, Equipment and other Services)	Pennecon Energy M&M Engineering (PEMME)	NL
Wood Group PSN Cahill (WGC): Rope Access Services	TJ Engineering Services Ltd.	OC
Wood Group PSN Cahill (WGC): Crane Rental & Operator (Specialized Heavy Lifts)	DCH Crane Rental	NL
Wood Group PSN Cahill (WGC): Propane Supply	North Atlantic (NARL)	NL
Wood Group PSN Cahill (WGC): Provision of Mobile Rental Equipment	PTL Services Ltd., United Rentals of Canada Inc., Battlefield Equipment Rentals	NL
Wood Group PSN Cahill (WGC): Provision of Structural Steel and Piping Fabrication	M&M Offshore	NL



## 5.0 Other Interests



Sadie Sellars, Technical Manager of the Hebron Project speaking at the 2015 Placentia Bay Industrial Showcase

### Hebron Project sponsors Placentia Bay Industrial Bay Showcase

On September 23 and 24, Hebron Benefits team representatives attended the annual Placentia Bay Industrial Showcase. As a sponsor of the Showcase, Hebron hosted a booth at this event and Hebron's Technical Manager provided a Project update to the conference attendees.

### Hebron Project sponsors Arnold's Cove Green Team

The Hebron Project was pleased to sponsor the Arnold's Cove Green Team during Q3 2015. Green Teams are an initiative of the Newfoundland and Labrador Conservation Corps, providing employment and training opportunities to the province's youth in environmental and cultural fields.



Arnold's Cove Green Team, l-r: Brady Barrett (Team Leader), Kaitlyn Snook, Tyler Hann and Jared Gale