



Attachment - Benefit Plan

1.2.25 (a)

ATTACHMENT TO MVEIRB IR 1.1 (b)

BENEFITS PLAN

APPROVED JANUARY 16, 1992

CANADA BENEFITS PLAN
CAMERON HILLS DEVELOPMENT PLAN
NORTHWEST TERRITORIES

AUGUST, 1991

To: Department of Indian and Northern Affairs Canada
Ottawa, Ontario

From: Paramount Resources Ltd.
Calgary, Alberta

CANADA BENEFITS PLAN
CAMERON HILLS DEVELOPMENT PLAN

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I PARAMOUNT RESOURCES LTD. STATEMENT OF PRINCIPLE

Paramount Resources Ltd. categorically professes to the principle of natural resource development for the benefit of Canadians. Paramount is a Canadian public company incorporated in 1978. Paramount, from its Calgary, Alberta office, explores, develops, produces, markets, and ships natural gas and oil. Since its inception in 1978, Paramount has actively explored in the frontiers of the Northwest Territories at Liard River and Cameron Hills.

II PROJECT DESCRIPTION

Overview

Paramount Resources Ltd. (and partners) have been exploring for hydrocarbons within the Cameron Hills Area since early 1978. Since the commencement of exploration activities, extensive geophysical surveys have been shot and interpreted, plus eighteen (18) exploratory wells have been drilled testing all potential reservoirs. The results of this exploration have initiated a Development Plan focused on the potential oil reserves. The plan specifies a three year development which culminates in the second quarter of 1994 when a commercial oil facility is operational. The commercial project will be operational for not less than ten years, notwithstanding any unforeseen economic or reservoir problems.

The Canada Benefits Plan associated with Paramount's Cameron Hills Development Plan reflects a staged work program beginning in late 1991 and continuing through to mid 1994. The components of the Development Plan are namely; testing stage, a pilot project and commercial operation.

III DEVELOPMENT PLAN

Testing Stage: December 1991 - March 1992

The testing stage is designed to establish the long term productive capacity of existing wells and to document the reservoir continuity within the proposed development area.

The test period for the existing wells will have designs for 75 to 120 days. This data is critical for the proper design of production equipment such as artificial lift, separation and treating, storage, transport of oil, plus handling and disposal of produced water and gas.

Two additional wells will be drilled between January and March 1992 by a single rig to further evaluate reservoir potential. These wells will be one to three mile offsets and will document the reservoir continuity within the immediate area. The results of the new wells will help to finalize the design and placement of infill/development well(s) and central treating facilities.

The testing stage of the development plan will require capitalization of \$4.4 million.

Pilot Project: April 1992 - October 1993

During the pilot project, the operations are materially changed with the construction of an all weather road. The access route for the new (25 mile) all weather road is entirely within the Province of Alberta as predicated by topography with the exception of the last four to six miles serving specific wellsites. The road construction is scheduled to commence in June - July 1992, for a three to four month duration.

The pilot project is the prototype for the commercial operation. This stage of the development is characterized by the continued production of the wells drilled during the testing stage, the drilling of three or four new wells, plus the installation of permanent field facilities for cleaning and transporting oil to market.

The new wells (which may either be four conventional wells or two conventional plus one horizontal well), will be drilled by one rig during January and February 1993. If a horizontal well is drilled, a small seismic program will be shot in the months prior to spud to verify rock/reservoir attitudes.

Facility construction and drilling will occur simultaneously. Gathering system and surface installations will be operational by the end of February 1993.

The pilot project stage requires an estimated \$11.0 million of additional investment.

Commercial Operation: November 1993 -

The commercial operation stage is both a continuation of all aspects of the pilot project plus the drilling of four new infill wells and the construction of associated facilities. The new wells scheduled during the commercial operation stage will be drilled during the period from January to March 1994 by a single rig, unless located on a suitable all weather, year-round accessible terrain.

Facility construction and modifications to the pilot project operations will commence in November and be completed by March 1994. When the commercial operation begins full scale production in March 1994, the oil will be cleaned and treated in the field, water and gas by-products will be stored or recycled, and truck transportation will be year-round.

This stage of development will entail \$10.0 million of capitalization.

Post Commercial Operations

Additional wells/facilities will be evaluated for commercial viability between 1993 and 2000 as will the integration of high water cut wells into the project. The size, scope and timing of this and future development is at best speculative, varying with the economics of the day, environmental concerns and prevailing Federal/Territorial regulations.

IV HIRING AND CONTRACTING POLICIES

Paramount is committed to obtaining its goods and services on a competitive basis from western and northern Canadian sources. The company continues to support the development of Canadian industry by considering suppliers and contractors who are indigenous to the Canadian oil and gas industry. The company will continue to procure on a basis of 'best value' and 'competitiveness' allowing all potential benefits to flow into the N.W.T., Yukon and the rest of Canada. Northern businesses will be given equal opportunity to participate in all aspects of the operation. Paramount Resources Ltd. is committed to the principles as defined in Section 3.1 of the "Guidelines for Benefits, Approvals and Reports, N.W.T. and Yukon, April 1986 Energy Mines and Resources Canada." (Attachment No. 1)

All contractors must provide equipment and personnel lists as well as proof of insurance and WCB coverage. Consideration may be given to contractors who have a proven performance record with Paramount. All labor will be supplied from subcontractors during the testing stage, pilot project and the initial commercial operation stage. Labor requirements during these stages are of short duration (one to eight weeks) with personnel rosters varying from 3 to 30.

Most contractors have permanent employees, but Paramount will encourage the use of local labor whenever possible. All subcontractors are arranged through the primary contractor. Qualified personnel often are required to have specialized training and hold valid certification in such areas as First Aid, TDG, WHMIS, H₂S Alive, steam ticket, first and second line well control.

At the culmination of the commercial operation stage, perhaps four battery operators will be placed on a permanent basis with Paramount. Company field operators require a minimum of a Grade 12 diploma, hold a valid steam ticket and show strong aptitude towards mathematics and mechanical work.

V BENEFITS PRINCIPLES

Paramount will ensure that its contractors and subcontractors follow the benefits principles outlined in this plan.

VI ACTION PLANS

Community Consultation Plan

Paramount will endeavour to exchange information between the local communities and its operation officers to their mutual satisfaction. It is our intent to request a member from each of the Kakisa and Ft. Providence communities to co-ordinate exchange and dissipation of information. Two yearly community visits/forums and an annual (helicopter) tour of will be established to forecast and review the operation of each period of activity.

The focus of consultations with the communities will involve activity awareness, environmental, social and economic concerns.

The Hay River Area may request and obtain information through the Kakisa or Ft. Providence communities.

Local Employment/Training Plan

Paramount will co-ordinate with government and community agencies such as Canada Employment and Immigration Commission (CEIC) to identify opportunities for local hiring and training which may be available through its contractors. Kakisa, Ft. Providence and other communities will be encouraged to submit names of qualified individuals to their local CEIC offices for consideration.

Business Plan

Paramount will work with Indian Affairs and Northern Development, Industry Science and Technology, plus Northwest Territories - Economic Development and Tourism to identify areas of potential business development particularly as it concerns the communities of Kakisa and Ft. Providence. The company procures its service on a best value basis while trying to promote the use and development of N.W.T. business and local businesses when feasible. The company will ensure equal opportunity for northern business by either direct contact and advertisement in Hay River/Yellowknife newspapers announcing tenders to bid.

Compensation Plan for Hunters and Trappers

In the past decade, little or no evidence of hunting or trapping activities has been documented in the Cameron Hills Area. However, Paramount as a matter of principle, is committed to working with local hunters and trappers. Paramount's policy does not permit hunting on company operated properties by employees or contractors and discourages the same by outside parties.

VII BENEFITS REPORTING

Paramount will prepare and submit an Annual Benefits Report as required commensurate with the type and amount of activity that has taken place.

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3.0 BENEFITS STATEMENT OF PRINCIPLES AND PROCEDURES

Companies engaged in petroleum activities on northern frontier lands are expected to follow the principles and procedures outlined in the Statement below. This undertaking will be recorded in the company's Benefits Plan submission.

3.1 PRINCIPLES

Industrial Benefits

The company is committed to obtaining its goods and services on a fair and competitive basis. The company will support and encourage the development of Canadian industry by considering potential suppliers for work associated with the program on the basis of best value, competitiveness and benefits to the N.W.T. and Yukon and the rest of Canada, and by providing relevant information to the supply community. Within the context of its general procurement policy, the company will conduct its operations so as to optimize the short and long-term benefits accruing to the N.W.T. and Yukon by providing opportunities for involving northern businesses on a full, fair and competitive basis.

Employment and Training

The company is committed to the principles of providing fair and equal employment and training opportunities consistent with the Canadian Charter of Rights and Freedoms. This commitment will promote fairness in employment opportunities and avoid employment practices which result in employment barriers. Within the company's general employment policy, the company will give first consideration to qualified individuals resident in the N.W.T. and Yukon.

Consultation

The company is committed to providing appropriate information concerning its exploration or production programs to concerned individuals, groups and communities in the N.W.T. and Yukon. Exchanging relevant information in a timely fashion will enable the company to assess the potential local economic and employment opportunities and the impact on community infrastructure and lifestyles.

Compensation

The company will provide fair and equitable compensation, consistent with applicable territorial policies, to individuals involved in hunting, trapping and fishing in the event of adverse impacts demonstrated to result from project-related activities.

**Mackenzie Valley Environmental Impact Review Board
Response to Information Request #1, September 24, 2001
EA01-005 Paramount Cameron Hills Gathering System and Transborder Pipeline EA**

ATTACHMENT TO MVEIRB IR 1.1 (d)

BENEFITS PLAN UPDATE AND SUBMISSION



Paramount
resources ltd.

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March 30, 2001

Indian and Northern Affairs Canada
Northern Oil and Gas Directorate
6th Floor, 10 Wellington Street
Ottawa, Ontario
K1A 0H4
Original By Mail

VIA FAX: (819) 953-5828

Attention: Wayne Greenall, Benefits Advisor

Dear Sir:

Re: **Cameron Hills Gas & Oil Development Project**
Benefits Plan Update & Submission

Paramount Resources Ltd. has made application to the National Energy Board to amend our approved Oil Development Plan to include natural gas. Paramount is submitting this Benefits Plan Update & submission for approval under the Canada Oil and Gas Operations Act. This Benefits Plan is consistent with Indian and Northern Affairs Canada Statement of Principles.

This Plan is being submitted to the Communities in the Cameron Hills Area.

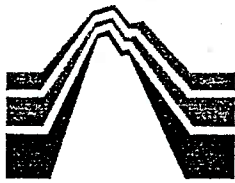
Should you require additional information regarding this Plan, please contact Shirley Maaskant at (403) 290-3618.

Yours truly,

PARAMOUNT RESOURCES LTD.

Shirley Maaskant
Regulatory & Community Affairs Coordinator

Encl:



Paramount
resources ltd.

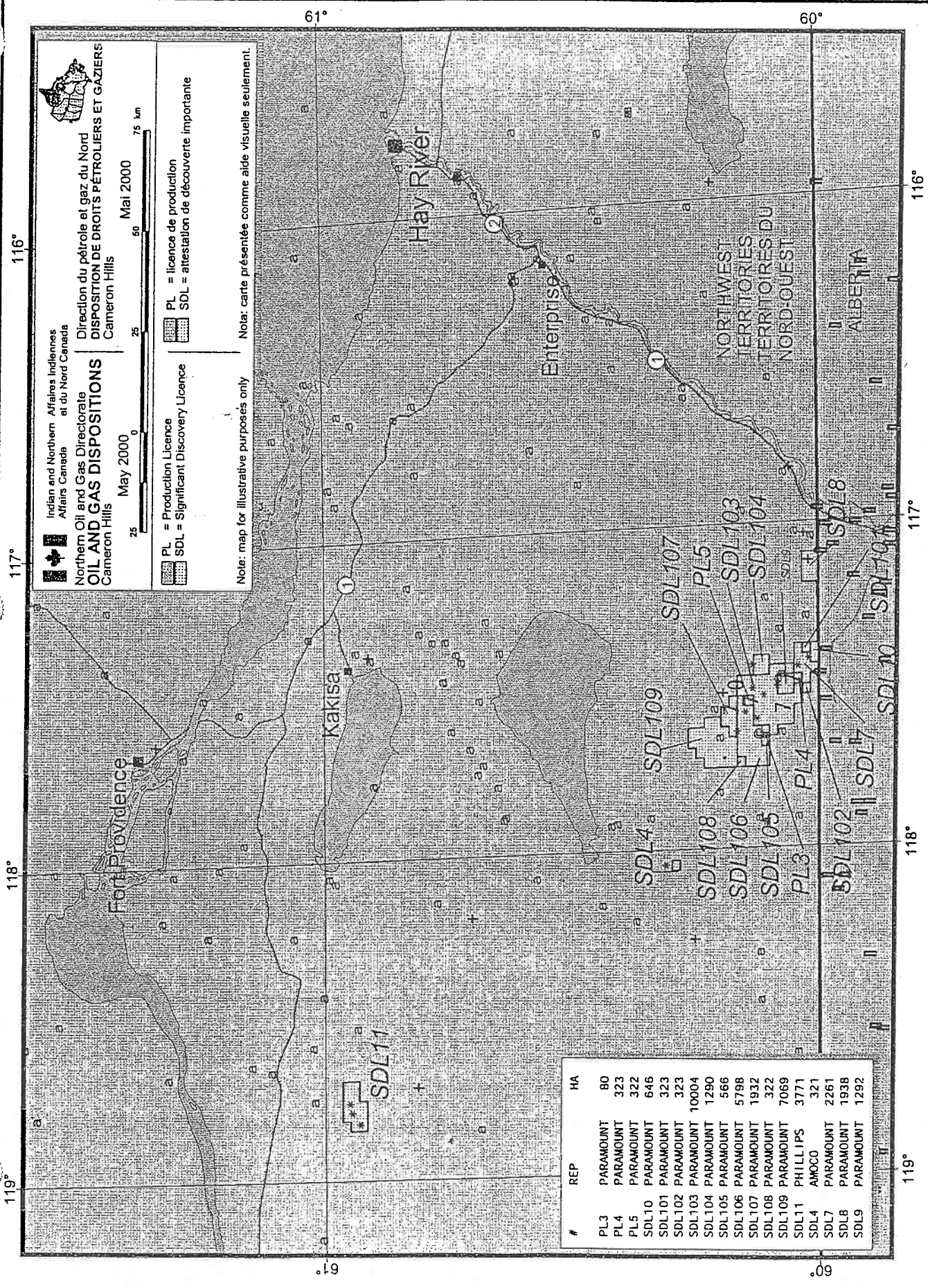
CAMERON HILLS GAS & OIL DEVELOPMENT PROJECT

BENEFITS PLAN UPDATE & SUBMISSION

Submitted: March 2001

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Indian and Northern Affairs Canada
Affaires Indiennes et du Nord Canada

Direction du pétrole et gaz du Nord
DISPOSITION DE DROITS PÉTROLIERS ET GAZIERS
Cameron Hills
May 2000

PL = Production Licence
SDL = Significant Discovery Licence

PL = licence de production
SDL = attestation de découverte importante

Note: map for illustrative purposes only

Note: carte présentée comme aide visuelle seulement.

#	REP	HA
PL3	PARAMOUNT	80
PL4	PARAMOUNT	323
PL5	PARAMOUNT	322
SDL10	PARAMOUNT	646
SDL101	PARAMOUNT	323
SDL102	PARAMOUNT	323
SDL103	PARAMOUNT	10004
SDL104	PARAMOUNT	1290
SDL105	PARAMOUNT	566
SDL106	PARAMOUNT	5798
SDL107	PARAMOUNT	1932
SDL108	PARAMOUNT	322
SDL109	PARAMOUNT	7069
SDL11	PHILLIPS	3771
SDL4	AMOCO	321
SDL7	PARAMOUNT	2261
SDL8	PARAMOUNT	1938
SDL9	PARAMOUNT	1292

INTRODUCTION

Paramount Resources Ltd. ("Paramount") discovered oil and natural gas reserves in the Cameron Hills Northwest Territory area in the late 1980's and early 1990's. The Cameron Hills project area is approximately 53 kilometers southeast of the community of Kakisa and immediately north of the Alberta/Northwest Territories border.

Paramount has significant land holdings in the Cameron Hills area and is focused on the long-term development of these properties. Paramount's holdings include multiple Significant Discovery Licences, Commercial Discovery Declarations, Surface Leases and Production Licences

Paramount applied for and received Oil Development Plan approval and Benefit Plan approval on January 16, 1992. Subsequently, the National Energy Board (NEB) has determined that in order to produce the non-associated and associated gas reserves, an update to Paramount's approved Oil Development Plan must be filed. Paramount has filed the required update with the NEB and is filing this update to our approved Benefits Plan.

As mandatory under the Canadian Oil & Gas Operations Act, northern benefits plan approval is prerequisite for authorization and approvals to proceed with a project. The approved Benefits Plan and this Benefits Plan Update are consistent with the Department of Indian Affairs and Northern Development ("DIAND") Benefits Statement of Principles. The purpose of this Benefits Plan Update is to describe, in appropriate and sufficient detail, Paramount's plans during each phase of the natural gas project to:

- a) Inform and consult with northern residents and northern businesses.
- b) Maximize the employment and training of northern residents by ensuring that they are able to access employment and training opportunities and that they receive first consideration for hiring when qualified & competitive.

- c) Facilitate the participation of northern businesses in the supply of goods and services on a fair, reasonable and competitive basis.
- d) Report annually to DIAND on the implementation of the Benefits Plan.

Paramount's oil and natural gas development and production will likely occur consecutively, utilizing many of the same services and personnel and some common infrastructure. Where practical, Paramount has made reference to oil development and production requirements that may also be utilized for natural gas development and production.

CONSULTATION

Paramount's consultation in the Cameron Hills area started over twenty years ago when Paramount began exploring for oil and gas in the area. This past year, Paramount has contacted individuals, including area trappers, aboriginal groups, local hamlet representatives, Northwest Territory government representatives, federal government representatives, and regulators, to explain the Project and receive the input and suggestions of these parties. Paramount will continue a community consultation program throughout the life of this Project. Paramount has a history of working effectively with the communities in the north, encouraging and supporting training, business development and community growth. Response to the Project has been positive.

Paramount has and will continue to incorporate traditional knowledge in the selection of routes as well as incorporating and addressing any trapping, hunting and fishing activities.

PROJECT SCOPE

The approved Cameron Hills Oil Development Benefits Plan provides for moving through a three-stage development plan for the oil reserves at Cameron Hills in Grid Areas 60° 10' N, 117° 15' W; 60° 10' N, 117° 30' W; 60° 20' N, 117° 30' W. Paramount is currently in the pilot project stage of Phase I of this Plan. After completing most of the activity outlined for the extended testing phase, Paramount is proposing to construct a trans-border pipeline to transport liquid hydrocarbons and raw sour gas to gathering facilities in Alberta. Tank trucks and an all-weather road were previously proposed to transport the hydrocarbon liquids. Continued drilling for both gas and oil in the Cameron Hills Significant Discovery Area will lead to further construction activities throughout the productive life of the field.

This Benefits Plan Update encompasses:

- a) Natural gas delineation and/or development drilling, completion, testing, and workovers of existing and/or new wells within the Paramount Significant Discovery and/or Commercial Discovery Licences.
- b) Seismic acquisition for natural gas reserves.
- c) The natural gas portion of the central battery, gathering line and wellsite facility construction and their long-term operation. The central oil & gas battery includes living accommodations, shop, warehouse, control systems, and aircraft access and is initially designed for 160 m³/d liquid hydrocarbons, 215 m³/d water and 700,000 m³/d sour raw wet gas. The natural gas portion of this central battery includes the compression and inlet separator only.

- d) Pipeline construction and its long term operation. This pipeline will transport dehydrated sour gas and liquid hydrocarbons from the central battery to a gathering system in Alberta. This Plan includes the portion of pipeline from the central battery to the Northwest Territory border only.

Project Timeline

Construction operations are performed more efficiently and effectively during winter ground conditions due to the muskeg and naturally wet terrain. Therefore, when possible, field activities are planned during the months of November to April. Paramount anticipates that several new gas wells may be drilled and both existing and new gas wells may be completed, reworked and/or flow tested over the project life. This work may start as early as the winter of 2001/2002.

Wellsite facilities, gathering lines, battery facility and pipeline will be constructed as early as 2001/2002. Wellsite facilities, gathering lines and battery modifications and additions may continue over the life of the project depending on drilling success, production and operation optimization, and other factors.

Paramount anticipates the operating phase of new wells, gathering system, battery and pipeline to continue for the economic project life of approximately 20 years. Operation of the facilities will be 12 months/year after startup.

Project Timeline (January 2001 - Project Life)

TASK	Nov	Dec	Jan	Feb	Mar	Apr	May	June	July	Aug	Sept	Oct
Year 2001/02												
Applications												
• Submit				X	X			X	X	X		
• Approvals							X			X	X	
Drill, Complete, Rework Gas Wells	X	X	X	X	X							
Central Battery												
• Civil - Earthwork & Foundations			X									
• Equipment Set - Camp & Process			X	X								
• Mechanical			X	X	X	X						
• Electrical				X	X	X						
• Testing					X	X						
• Commissioning						X						
• Operational						X						
Gathering lines & Pipeline												
• Clearing		X	X									
• Stringing			X	X								
• Welding			X	X	X							
• Ditching			X	X	X							
• Test					X	X						
• Commissioning					X	X						
• Operational					X	X						
Typical Schedule For New Wells & Seismic (on any given year as required)												
Applications									X	X	X	
• Drill, complete, test	X	X	X	X	X							
• Facilities & Gathering lines		X	X	X	X	X						
• Seismic			X	X	X							

Project Design

Project design and management, including all engineering specifications and logistics will continue to be completed by Paramount.

Access routes to new wellsites and gathering flowlines will follow existing access routes where possible. These routes will be determined incorporating traditional knowledge to ensure the best utilization of the land while minimizing interference with traditional use, trapping and the environment.

Project & Capital Cost Estimate

This estimate includes the projected cost of drilling, completing, testing, wellsite facility and gathering line for one well. Also included is the natural gas portion of the central battery and the entire cost of the Northwest Territory portion of the pipeline which will transport natural gas and liquid hydrocarbon.

Description	Proposed Expenditures (\$)
Drilling, Completion & Testing (1 well)	1,350,000
Single Wellsite Facility & Gathering Line (for one well assume 2.4 kilometers of 4" line)	
• Materials	170,000
• Fabrication & Installation	212,500
• Engineering, Environmental Assessment	42,500
Central Battery (Compression & Inlet Separator for gas only)	
• Materials	440,000
• Fabrication & Installation	550,000
• Engineering, Environmental Assessment	110,000
Pipeline (to NWT Border approx 4 km)	
• Materials	386,000
• Fabrication & Installation	485,000
• Engineering, Environmental Assessment	96,000
Seismic	2,000,000
TOTAL ESTIMATED PROJECT EXPENDITURES	5,842,000

Seismic

Seismic acquisition may be conducted in the future to further evaluate the hydrocarbon potential of the area.

Drilling, Completion & Flow Testing

Future natural gas wells may be drilled in the project area and may be completed and flow-tested. Workovers on these and existing wells may be required on a periodic basis. Once Paramount has determined prospective drilling locations, new wellsites and access routes will be constructed to facilitate wellbore operations.

All drilling and service rig equipment is supplied on an "as needed" basis and stockpiling is not required. Personnel would likely utilize camp facilities at the wellsites.

Construction

This phase includes all field operations required once commercial volumes of natural gas are discovered to the start of production, such as the earthwork to construct facilities and clearing of the gathering line route, the installation of facility equipment, and installation of the gathering line and pipeline.

Paramount has several existing natural gas and oil wells that may have associated gas. The construction phase of this Project will commence on existing wells with the installation of wellsite facilities, gathering lines, battery and pipeline. Future wells that are successful will also require gathering lines and wellsite facilities and possibly an expansion of the central battery. Laborers will be required for site-clearing, assistance to welders, moving pipe and blocking pipe, making up about 40% of the personnel required. An estimated 55% of the construction work would be skilled workers, such as welders, truck drivers and heavy equipment operators. The balance of the personnel required would be supervisors, foremen and inspectors.

All construction equipment is supplied on an "as needed" basis and stockpiling is likely not required. Personnel would likely utilize camp facilities located at the Project site.

Operating Budget

The wellsite facilities will be designed for an unattended operating mode. Operating personnel may be based at the central battery and would regularly check and maintain equipment at the wellsites. The Project operating costs are the aggregate of the costs associated with wellsites and gathering system to transport the wet wellhead gas and oil through flowlines to the central battery, the gas dehydration and liquid separation operating cost at the central battery and the operating costs for the trans-border pipeline situated between the central battery and the connecting Alberta gathering system. The annual operating costs for the oil and gas project are estimated to be approximately \$2,000,000, with \$250,000 of that attributed to the natural gas production and the balance to the oil production. Additional future gas wells will add an estimated \$30,000 annually per well to the operating cost.

Canadian Content

Canadian content for the Project has been determined to be 99%. The calculation of the Canadian content regarding materials, equipment, and labour is based on information received from suppliers and an assessment of Canadian construction equipment and labour availability. Paramount intends to employ Canadian personnel.

While it is not possible to quantify the total number of Northwest Territory individuals, businesses, or services Paramount will be utilizing, the participants will endeavor to maximize the use of the available local Northwest Territory services and manpower when they are competitive and suitable for the work.

Employment & Business Opportunities

Paramount anticipates that natural gas production will not provide any new long-term employment opportunities as the personnel required to operate the central battery and oil wellsites will also operate the natural gas portion of the central battery and wellsites.

Future natural gas exploration and development would utilize available competitive northern services. It is Paramount's policy to utilize people with the appropriate skill, required to complete a project effectively and Paramount will provide opportunities to employ local northern people first. However, if local northern people cannot be recruited with the required skills, on a fair and competitive basis, Paramount will then pursue recruitment in the outlying northern communities, to access the human resources and equipment to meet the projects needs.

Paramount requires their contractors to adhere to the Benefit Plan Principles, Policies & Action Plan, ensuring northerners have an opportunity to participate in the provision of these services. These service providers are also encouraged to cooperate with the nearby communities in business development and training initiatives.

If Paramount's activities occur in the Project area under separate Benefits Plans, then services provided and the employment opportunities may overlap between projects.

**Estimated Short Term Employment Opportunities
Drilling, Completing & Flow Testing One Well**

# of People	Duration (days)	Type of Job	Job Details
1	2	Traditional Knowledge	Review the proposed route selections ensuring the routes minimize interaction with traditional land use and/or trapping. Participate in flight reconnaissance where required with Paramount representatives and survey crews.
1	2	Helicopter service for surveying	Provided helicopter service for Paramount, community representatives and survey crews to locate and survey in access routes and wellsites.
2	4	Environmental	Prepare site assessments
1	2	Translation Service	Provided translation service
1	4	Helicopter	Provided helicopter service for crews
3	14	1 drill camp	Supply and maintain drill camp complete with all catering and grocery transportation.
4	6	Access and wellsite construction and maintenance	Provide construction equipment and personnel to build access route and wellsite. Maintain access as required, clean up wellsite as required. <ul style="list-style-type: none"> • Slashing • Power saw (clearing) • Equipment operator (tractor, skidder, hoe, excavator) • General labor • Welder • Truck driver
1	3	Diesel fuel supply	Dispatch diesel fuel and transport to locations as required, <ul style="list-style-type: none"> • Dispatcher • Truck Driver
1	5	Trucking	General trucking services
5	20	Drilling/Service rig personnel	Rig personnel.
4	3	Flow Testing	Only required if not flow testing through pipeline <ul style="list-style-type: none"> • Monitor flow rates & pressures • Manage fluid volumes • Manage flow testing safety

**Estimated Short Term Employment Opportunities
To Construct One Wellsite Facility & Gathering Line**

# of People	Duration (days)	Type of Job	Job Details
1	0.5	Traditional Knowledge	Participate in flight reconnaissance where required with Paramount representatives and survey crews.
2	2	Helicopter Service	Provided helicopter service to survey in facility sites, gathering lines and roads
1	2	Environmental	Prepare site assessments
5	20	Construction Camp	Provide a construction camp, personnel and camp supplies, maintain the camp complete with all catering and grocery transportation. <ul style="list-style-type: none"> • Cook • Cook's helper • Housekeeper • Camp maintenance • Truck Driver
20	20	Wellsite Facilities, Pipeline Construction	<ul style="list-style-type: none"> • Slashing • Power saw (clearing) • Equipment operator (tractor, skidder, hoe, excavator) • Welders • Pipefitters • General labor (sleeves, holiday detection, skids)
2	3	Diesel fuel supply	Dispatch diesel fuel and transport to locations as required, <ul style="list-style-type: none"> • Dispatcher • Truck Driver
1	3	Trucking	General trucking services

**Estimated Short Term Employment Opportunities
To Build The Central Oil & Gas Battery & Pipeline**

# of People	Duration (days)	Type of Job	Job Details
5	60	Construction camp	Provide a construction camp, personnel and camp supplies, maintain the camp complete with all catering and grocery transportation. <ul style="list-style-type: none"> • Cook • Cook's helper • Housekeeper • Camp maintenance • Truck Driver
91	10	Pipeline construction	<ul style="list-style-type: none"> • Slashing • Power saw (clearing) • Equipment operator (tractor, skidder, hoe, excavator) • General labor (sleeves, holiday detection, skids) • Welder • Truck driver • Warehouse person, expediter, clerk
71	30	Battery construction	<ul style="list-style-type: none"> • Electricians • Instrument mechanics • Welders • Laborers • Crane operators • Swampers • Non-destructive testing personnel/quality • First-aid attendants c/w ambulance (ambulance supplier to provide attendants) • Pipefitters • Supervisors
1.5	60	Diesel fuel supply	Dispatch diesel fuel and transport to locations as required, <ul style="list-style-type: none"> • Dispatcher • Truck Driver
10	60	Trucking	General trucking services

**Estimated Short Term Employment Opportunities
Seismic Acquisition**

# of People	Duration (days)	Type of Job	Job Details
14 - 20	20	Slashing Crews	The number of people is dependant on the degree of difficulty to open lines <ul style="list-style-type: none"> • Operate chain saws, etc to open up lines
8	20	Heavy equipment operators	Construction operators utilizing heavy equipment to open access routes and lines
20	10	Laborers, Recording Crew Helpers	Lay out and pick up geophones
20	10	Recording Crew	<ul style="list-style-type: none"> • Clerk • Mechanic • Recording crew manager • Observers • Line truck drivers
11	10	Vibrator Operators	Operate the vibroseis equipment consisting of: <ul style="list-style-type: none"> • 8 operators • 2 technicians • 1 fuel operator
2	30	Data Processing	Download and interpret information (this is done in Calgary)
10	36	Camps & Catering	Supply living quarters and catering to crews which includes: <ul style="list-style-type: none"> • Cooks • Cooks helpers • Housekeepers • Camp maintenance
1	36	Fuel Supply	Supply fuel for equipment utilized <ul style="list-style-type: none"> • Fuel dispatcher

Estimated Long Term Employment Opportunities

No additional long-term employment opportunities will be created with the natural gas phase of production.

Paramount will be constructing a central battery under an approved Oil Development Plan. An estimated four to five long-term employment opportunities will be generated as the wellsite facilities are highly automated and the additional throughput created will not significantly increase the workload to require additional personnel. An exception would be in the instance that substantial reserves are discovered which could require battery expansion.

These long-term employment opportunities are generated through the approved Oil Development Plan and not this update, and are provided for reference only.

# of People	Duration (days)	Type of Job	Job Details
2	Long Term	On-going Operations & Maintenance - Experienced Lead Operators	<ul style="list-style-type: none">Conduct and oversee day to day production facility operation and light maintenance at the central battery, gathering system, pipeline and wellsite equipment
2	Long Term	Operator Trainees	<ul style="list-style-type: none">General Battery, gatherline line, wellsite equipment, and pipeline maintenance
1	Long Term	Road Maintenance	<ul style="list-style-type: none">On a contract basis maintain roads, wellsites, air access and rights of way.

ANNUAL REPORTING

Paramount will prepare and submit an annual report in accordance with the Benefit Principles.

PARAMOUNT RESOURCES LTD.
BENEFIT PLAN PRINCIPLES, POLICIES & ACTION PLAN

PRINCIPLES & POLICY	ACTION PLAN
Consultation	
Paramount will ensure the community, surrounding area, regulators, and governments are supplied all the necessary information concerning Paramount's operations. Paramount will make every effort to form a successful working relationship with the communities affected by our projects.	Maintain an open and frank dialogue with stakeholders through public meetings and one-on-one discussions. Ensure all concerns are addressed in a timely manner.
Cross Cultural Orientation	
Ensure contractors and community representatives have access to cross-cultural sessions	Continue hosting cross-cultural sessions.
Employment & Training Opportunities	
Support relationships between the Aboriginal Community and Non-Aboriginal businesses and contractors. Require development of qualified individuals, through training and job opportunities.	Review the project to determine where local individuals may be trained to assist in the operation. Require contractors to review their manpower needs and determine where local training initiatives may be beneficial and then to implement that training.
Construction Bid Tendering Opportunities	
Provide opportunities to bid on upcoming construction contracts.	Maintain an ongoing consultation with northern companies outlining Paramount proposed activities including equipment and manpower requirements. Provide bid pre-qualification documents. Include qualified contractors on the bidder's list. On a project basis, Paramount will determine bonding requirements and notify service providers accordingly.
Skill Transfer Initiatives	
Provide opportunities to train northerners, when it is reasonable to do so, through contracted services	Inform Northerners of the types of jobs available in the oil & gas industry, the type of training needed, and sources of that training. Encourage contractors to provide training for Northerners

On The Job Training	
Provide an opportunity for on the job training when safety permits.	Evaluate each project and determine where on the job training may be provided in a safe and efficient environment. Require contractors to review their manpower needs for on the job training.
Safety & Workplace Hazard Awareness Training	
To maintain a safe workplace adhering to Paramount and Government regulations	Ensure contractors adhere to the Paramount policy on safety. Ensure contractors have a safety program and that they are implemented
Work Schedules & Rotation Requirements	
Aid northern communities to develop services that are reliable and available in a timely manner.	Inform northern communities of the job requirements and the need for immediate response to service requests since operations run 24 hours/day, 7 days/week.
Alcohol & Drugs	
To educate and help northern services understand Paramount's and regulatory requirements and policies	Maintain a zero alcohol and drug tolerance at Paramount operations. Encourage community employee assistance program on alcohol and drug problems. Being in possession of or under the influence of alcohol, illegal drugs or other psychoactive substances while on the work site is strictly prohibited. Personnel taking prescribed medication, which may impair their ability to work, shall advise their supervisor before reporting to work.
Tracking & Reporting	
Monitor activities to ensure that northern opportunities are optimized.	On a yearly basis, Paramount will prepare and submit an annual report in accordance with the Benefit Principles