

The KEYERA Journey



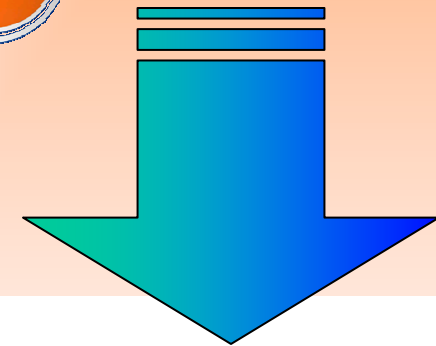
Presentation Outline

- Keyera, History and Present Operation
- Keyera Journey
- Operations Supervisors
- Academic Certification
- Validation Process
- CMDS Advantages
- Discussion

History Provides Solid Foundation

➤ Legacy assets of Gulf & Chevron

- Strategic locations
- Experienced operations personnel



Rich History of Legacy Assets and Growth

Gathering and Processing

Largest Sour Gas Processor in Alberta

Large flexible processing plants

- Operate 14 of 15 gas plants
- Licensed capacity of 1.9 billion cubic feet per day
- Natural gas liquids (NGL) extraction
- Sweet and sour gas processing capability

Extensive gathering systems

- 3,000 km of large diameter gathering systems



Key Differentiators - People

People are Keyera's key differentiators - we operate everything we own.







We will:

- Continue to pay at competitive levels to attract and retain top quartile people.
- Hire entry level positions out of Universities and Technical Schools and provide opportunities, mentorship and training programs to fully develop the skills required to run Keyera.
- Continue to implement our competency programs to develop people who operate and maintain our assets. Leadership at our plants/assets is a strategic and competitive advantage.
- Focus on safety - best in class.
- Be positioned for growth:
 - staffing
 - mentorship
 - leadership
 - succession planning



Root Cause of PE Failure

(ABSA Alberta Statistics Nov 2003 to Jan 2006)

 Inadequate design and/or material	9
 Incorrect and/or defective manufacture	3
 Unanticipated in-service deterioration	
Piping	8
Vessels	1
Boilers	1
 System errors in operation	47
 Malfunction of instrument/control systems	15
 Other	18
Total	102

Operations Supervisors

- Have care and control of companies assets
- Takes the responsibility of the owner under the Safety Codes Act
- Plays a vital role in our Process Safety program
- Role not well understood by non-field personnel

Operations Supervisors

- ❁ Must have the:
 - ❁ required Knowledge
 - ❁ required Skill
 - ❁ required Experience
 - ❁ appropriate Behavior



Competency Management & Development System
Managed by Keyera Energy Management Ltd.

PROGRAMS

- ❁ CMD S provides two levels of certification through Lakeland College and Northern Lights College, a Certificate and a Diploma.
 - ❁ Certificate covers the technical training that is required when working in an occupational profile.
 - ❁ It's equivalent to a one year program or one year of study at a college.
 - ❁ Diploma covers advanced-technical and soft skills that are required.
 - ❁ It's equivalent to a two year program or two years of study at a college.

CMDS/EMPLOYEE Progression



Knowledge

- » Non-technical or soft-skill training (supervisory, conflict resolution, directing teams etc.)
- » Technical knowledge
- » Regulatory Compliance and
- » Company Business Practices (Company goals and objectives, budgeting etc.)








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Competency Based

- ☼ Employees are assigned a competency profile that matches/describes their job role. E.g. Field Operator, Plant Operator, Measurement Specialist etc.
- ☼ Employees progress through the profile (which is a list of competencies) by:
 - ☼ First - Self-Assessing and
 - ☼ Second – By having their self-assessment validated by a “certified” validator.
- ☼ In both steps, the employee must demonstrate that they have the required knowledge, skills and experience to work independently in their Operations role

New CMDS database (db)

-  In addition to measuring and tracking competency completions, the new db has DIRECT links to:
 -  the eLearning catalog,
 -  competencies and corresponding eLearning material that support the competency,
 -  capability to link COPs, SOPs and operating procedures (which must be reviewed annually),
 -  capability to link regulatory courses that expire (H2S Alive, WHMIS, TDG etc.)



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CMDS Advantages for Keyera

- ❖ Tracks competency and employee progression
- ❖ Provides an audit trail of training received
- ❖ Tracks and notifies the competency expiration
- ❖ Critical competencies are identified reviewed annually meeting regulatory requirements
- ❖ Safe Operating Practices, Procedures and Codes of Practice are developed for critical work and reviewed annually to meet regulatory requirements
- ❖ Provides Supervisors with documented evidence that their workers are competent
- ❖ Gives our employees a career development path with certification

For more information

Go to: www.keyeracmds.com

Quick Links

**Click-on: Competency Management and
Development System**

Click-on: Tabs across the top

