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SHELL HELIDECK UPGRADES SHAWN PORTIER - I&E PROJECT LEAD

Shamrock recently played a vital role in helideck upgrades on two major right of way platforms for Shell Pipeline Company. The scope of the project involved several infrastructure upgrades, including installing multiple Compressed Air Foam Systems (CAFS) skids, upgrading to the jet fuel system, installing multiple routes of new drain piping over three stories, new helideck panels and lighting, as well as conducting appropriate structural assessments for SPLC's expanded fleet of helicopters.

Shamrock was tasked with the electrical portion of this project, including installing the two CAFS skids which automatically

spray foam during helideck fires. Our I&E team also installed 25 new LED helideck perimeter lights, status lights and controllers, as well as flood lighting.

Shell entrusted this endeavor to Shamrock due to our proven track record for quality and expertise, and this marks our 180th project with the company in recent years. Shamrock was even recognized in Shell Pipeline's quarterly newsletter, **GO Devil**, in which the company attributes the successful completion of this project to effective communication and

Continued on page 4, Helideck

GROWTH IN THE NORTH EAST

DARYL ROUSSE - CHIEF OPERATING OFFICER

Despite industry challenges, Shamrock is continuing to grow and expand our areas of operation. In particular, we have seen steady, significant growth in the Marcellus and Utica Shale areas. Presently, Shamrock is partnering with multiple oil and gas companies in West Virginia, Ohio and Pennsylvania to provide experienced, local production operators. While contract labor continues to be our foundation in that area, we are also looking to grow our other lines of business there as well. Shamrock's intense focus on safety has been a huge part of our success and growth. I am proud to say that since setting boots on the ground in the North East, our team has been incident and injury free!

Last summer, Shamrock began operations in Wheeling, West Virginia, and we are excited to announce that we will soon be opening an office in St. Clairsville, Ohio this February. Our team in the Marcellus/ Utica Shale area falls under the leadership of Gregory Short, who has been with the Shamrock family for several years, and who's knowledge and expertise make him an excellent match for this position. Our recruiting specialist, Eric Kilpatrick is based out of West Virginia and comes from a background of sales, recruiting and operations. Since he joined our team last April, Eric has helped Shamrock significantly grow our business opportunities, as well as recruit the best of the local talent in that area. Lucas Pfouts, our Account Manager in the North East region is a native of the Marcellus and Utica Shale area, and brings with him not only experience in the area, but experience servicing our current customers as well. We look forward to growing and strengthening our relationships in that region, and I am confident that Shamrock will continue to pick up steam in the Marcellus and Utica area moving forward.

INTERN PROGRAM

BECKY MCMANUS - VICE PRESIDENT OF ADMINISTRATION

Shamrock Energy Solutions is excited to announce the launch of our Internship Program beginning in January 2018! Shamrock has the fortunate opportunity to partner with some of our customers as well as several vocational/technological schools and colleges in our area to provide real offshore oil and gas production work experiences to selected students enrolled in petroleum technology degree programs. In addition to these local resources, Shamrock also recruits interns from Veterans placement programs across the nation. The goal of our internship program is to help launch future careers, as well as grow our industry with new talent.

As a leader in production labor services, Shamrock provides our interns with work experience that will give them the advantage of marketability as a job candidate, and allow them to gain a greater understanding of their chosen field. Each selected intern is provided with a qualified and experienced mentor who shares the knowledge and insight that they have gained over the years in the industry.

Continued on page 4, Intern Program

BSEE TO AMEND O&G PRODUCTION REGULATIONS

MARK DAVIS - REGULATORY & COMPLIANCE DIRECTOR

The Bureau of Safety and Environmental Enforcement (BSEE) proposes to amend the regulations regarding oil and natural gas production to reduce certain unnecessary regulatory burdens imposed under the existing regulations, while correcting errors and clarifying current requirements.

This proposed rule would amend and update the 30 CFR part 250, subpart H, Oil and Gas Production Safety Systems regulations that address the following requirements:

- » Update the incorporated edition of standards referenced in subpart H.
- » Add gas lift shut down valves (GLSDVs) to the list of safety and pollution prevention equipment (SPPE).
- » Revise requirements for SPPE to clarify the existing regulations, and remove the requirement for operators to certify through an independent third party that each device is designed to function in the most extreme conditions to which it will be exposed and that the device will function as designed. Compliance with the various required standards ensures that each device will function in the conditions for which it was designed.
- » Clarify failure reporting requirements.
- » Clarify and revise some of the production safety system design requirements, including revising the requirements for piping schematics, simplifying the requirements for electrical system information, clarifying when operators must provide certain documents to BSEE, and clarifying when operators must update existing documents.
- » Clarify requirements for Class 1 vessels.
- » Clarify requirements for inspection of the fire tube for tube-type heaters.
- » Clarify the requirement for notifying the District Manager before commencing production.
- » Make other conforming changes to ensure consistency within the regulations and minor edits.

Continued on page 4, BSEE

DOT DRUG SCREENS

GAWAIN VICKNAIR - HSE DIRECTOR

The Opioid Crisis is a national issue that affects millions of Americans daily, and abuse in our industry is being taken very seriously. We would like to take this opportunity to inform you of changes pertaining to DOT drug screens, as well as Shamrock's prescription Drug and Alcohol Policy. Starting January 1, 2018, the DOT testing panel will be expanded to include enhanced opioids. DOT/ PHMSA will also be increasing random drug screening requirements from 25% annually to 50% annually. This is quite a major change for the industry and clearly displays the seriousness of the abuse of drugs and alcohol.

Shamrock Energy Solutions, along with our clients, have established Drug and Alcohol programs not only to comply with the federal and state requirements, but to also minimize the exposure that employees under the influence of drugs and alcohol present. The ability to identify hazards in the work place is paramount to working safely. Being under the influence of drugs or alcohol impair one's ability to think clearly and react appropriately.

At any time, Shamrock Energy Solutions reserves the right to randomly test its employees for drugs and alcohol; this includes abuse of prescription, synthetic and illegal drugs, as well as alcohol. Shamrock will perform drug and alcohol test pre-hire, post-accident, randomly, wall to walls, return to work evaluation and for suspicion. A refusal to test is equal to a failure of a test. A failed drug screen result will result in termination of employment.

Continued on page 4, DOT

LEBLANC & ALLEN RECEIVE ROCK AWARD!

BECKY MCMANUS - VICE PRESIDENT OF ADMINISTRATION

We are excited to announce Shamrock's 2017 third and fourth quarter ROCK Award recipients: **ALICIA LEBLANC** and **BOBBY ALLEN!**

Third quarter recipient, Alicia Leblanc has been with Shamrock since 2013. She got her start in the Training department, but has now grown into the Human Resources team as well. As an HR Specialist, Alicia is among the first to greet and welcome aboard new team members. She plays an important role in prepping and getting our field employees ready to go to work for our valued customers. Alicia truly deserves this honor, as she has been nominated every quarter by both customers and co-workers since the inception of the ROCK Award program. "I have been working side by side with Alicia for four years and I am happy my boss chose her to complete our department," says fellow HR Specialist, Samantha Lyons. "She is always quirky and smiley (some even ask how she can always be so happy!) Alicia is helpful and generous, as well as knowledgeable and a true go-getter. She loves green!" Another team member, Bubba Himel said of Alicia, "She is always smiling, dependable, very thorough, pays attention to detail, and very organized. She makes things happen when I need guys trained in a hurry." Congratulations, Alicia! Thank you for your constant bright and sunny disposition, hard work and years of service to the Shamrock team!



Fourth quarter ROCK Award recipient, Bobby Allen is an A Operator for Fieldwood and has been apart of the Shamrock team for three years. He was nominated for this honor by his Fieldwood PIC, Mike Ryan, who said, "Bobby wakes up in the morning with work and safety on his mind. He involves himself in every project from valve repair, instrumentation, running tubing, and production operating. I can tell Bobby what needs to get done for the day, and I promise you before the end of the day it is done plus more!" Congratulations, Bobby! Thank you for your outstanding work ethic and for representing Shamrock on a daily basis!



The ROCK Award is a huge honor, and just being nominated is a great achievement! Congratulations to our ROCK nominees, **MARTY TERREBONNE** (IT Administrator), **MARC METCALFE** (Ballast Control Operator) and **TOMMY LEBLANC** (A Operator)! Your hard work is greatly appreciated!

Know of a team member that goes above and beyond for Shamrock and the customers we serve? Nominate them for the ROCK Award! Nominations can be submitted to strive@go-shamrock.com. Click [here](#) to learn more about Shamrock's ROCK Award Program.

IDENTIFYING & CONTROLLING HAZARDS

BLAKE WESTERMAN, CSP - SENIOR SAFETY SPECIALIST

Hazard identification is a key component of preventing injury and illness within the workplace. If hazards aren't identified, then they can't be mitigated properly. A critical element of any effective safety and health program is a proactive, ongoing process to identify and assess such hazards. To further enhance Shamrock's safety culture, we have developed a Hazard Identification and Control training module for all team members to complete. Below is a brief summary of our training course on Haz ID and Control.

A hazard is a condition or action that could result in harm or injury to people or the environment. Examples of hazards include tools, equipment, materials, substances, energy sources, conditions, processes, practice and behavior. Identifying hazards involves the systemic observation of unsafe conditions, behaviors and weaknesses in management that could lead to injuries and/or illnesses in the workplace. Control measures should then be identified to eliminate or mitigate each hazard. The Hazard Identification Tool, as pictured below, provides a structured approach for identifying hazards and assistance when creating a Job Safety Analysis (JSA). To analyze a hazard, determine the likelihood and severity that the identified hazard could result in an incident. This involves safety inspections/ audits, observations, pre-job meetings and incident and accident analyses.

CONTROLLING HAZARDS

The hazard controls in the hierarchy are, in order of decreasing effectiveness:

- » **Elimination** - physically remove the hazard. Example: remove an extension cord laying across a walkway.
- » **Substitution** - replace the hazard. Example: using a water-based paint rather than a solvent-based paint.
- » **Engineering Controls** - physical changes to work area to isolate people from the hazard. Example: a fume hood to remove airborne contaminants.
- » **Administrative Controls** - change the way people work. Example: writing policies or procedures.
- » **PPE** - protect the worker with Personal Protective Equipment. Example: gloves, hard hat, etc.

It is important to monitor both the hazard and the control method to make sure that control is working effectively and that exposure to the hazard is reduced or eliminated. Methods to monitor and control hazards include physical inspections, testing, exposure assessment, observations, behavioral based safety (SAPP), injury and illness tracking, injury and illness tracking, accident/incident investigation reports, employee feedback, occupational health assessments, and other applicable methods. A review will identify areas that may need improvement or refinement. It is important to know if all workplace hazards are identified, assessed and appropriately controlled. Communication about the hazards and how to control them must be done for all employees.

Remember, you have the right and responsibility to stop work that is unsafe. Working safe is a condition of employment at Shamrock Energy Solutions. We want all employees to return home safely to their loved ones, so please take the time to work safely.



DEPARTMENT SPOTLIGHT

MECHANICAL SERVICES TEAM

JAKE CLEMENTS - MECHANICAL SERVICE MANAGER

Shamrock's mechanical call-out team is going strong, and continues to provide quality mechanical services and cooler repairs to the Gulf of Mexico oil and gas industry. We are also providing call-out air compressor services, including driver and air ends, as well as electrical and mechanical services/ repairs to various types of air compressors.

Our mechanical project team continues to experience growth as well, having successfully completed several projects in the fourth quarter. We are proud to announce that **Ty Estillette** has taken on the role of Mechanical Project Manager, leading all special projects performed in the field. These projects include overhauls on engines and compressors, engine swings, major inspections and compressor installs.

We are also excited to announce that **Richard Comeaux** has been promoted to Mechanical Shop Foreman, supervising all mechanical jobs that are performed in our Broussard shop. Under Richard's supervision, we have increased the productivity and turn-around time for repairs, refurbishments and builds.

Over the years, we have built a quality mechanical team here at Shamrock Energy Solutions. We pride ourselves on having an outstanding group of technicians who have earned the best reputation in their field. I would also like to recognize our shop and office team here in Broussard, who keep operations on track and running smoothly day and night. I am proud to be a part of this group, and look forward to making 2018 an even bigger and better year!



NEW SAPP CARD

BLAKE WESTERMAN, CSP - SENIOR SAFETY SPECIALIST

Be on the look out for Shamrock's new and improved SAPP card, which now includes eight categories and multiple new sub-categories, such as:

- » **Stop Work Authority**
- » **Environmental**
- » **Material Handling**
- » **Transportation**
- » **Access on Jobsite**

These new categories and sub-categories will help improve the accuracy of SAPP observations and will also help our HSE team to better trend the data collected from these observations. Please review and familiarize yourself with our new and improved SAPP card before inputting your data to ensure that you are selecting the most specific information pertaining to your observation.

These improvements will further reduce incidents and ultimately make Shamrock a safer company.

Remember all Shamrockers are required to complete a minimum of one observation per hitch!

Click [here](#) for the SAPP tutorial. Contact our HSE team with any questions at safety@go-shamrock.com



CONTINUED

INTERN PROGRAM

Interns are also assigned a company liaison who works with the intern, our industry partners and our company to ensure that everyone involved is achieving their desired goals.

Internships are offered throughout the year for those qualified and selected students whose schedules permit. The typical internship will last for a semester, or a 5-6 month period, working on a rotational basis. This way, students can continue their studies on their time off while still gaining experience in the field.

We are very excited to help grow our industry with qualified, competent and experienced personnel and to offer this quality to our valued customers! For more information Contact our recruiters at Careers@go-shamrock.com.

BSEE

Submit comments by January 29, 2018. BSEE may not fully consider comments received after this date. You may submit comments to the Office of Management and Budget (OMB) on the information collection burden in this proposed rule by January 29, 2018. The deadline for comments on the information collection burden does not affect the deadline for the public to comment to BSEE on the proposed regulations.

For questions or more information about these changes impacting our industry, contact mark.davis@go-shamrock.com

DOT

All medications prescribed to you must be DECLARED upon hiring at the respective occupational clinic that you have been sent to for your pre-hire physical. A review by the doctor will take place to ensure medications prescribed have been declared and don't contradict safety sensitive factors. There are certain medications both temporary (to treat illness) and maintenance (to treat long term) that cannot be taken in the work environment. When talking to your personal doctor, please ask if the medication being prescribed can be taken in the work environment. If the medication is unsafe to take while working, please ask for an alternative medication. Newly prescribed medications must also be declared with proper physician documentation after your original hiring process is completed.

Our complete Drug & Alcohol Policy can be found on the Intranet. If you have any questions or would like additional information, please contact our HR or Safety teams.

HELIDECK

integration between Shell and their trusted contractors.

Shamrock would like to thank Shell Pipeline for the opportunity to collaborate with them once again, and we look forward to a continued partnership in the future.

CONGRATS!

JESSICA STEGALL BENEFITS ADMINISTRATOR

Coby Griffin and his wife, Erica on the birth of their son, Walker James.

Gregory Short and his wife, Ryan on the birth of their son, Zackary David.

INC-FREE INSPECTIONS

DEBRA HYATT OPERATIONS ASSISTANT

Congratulations to all employees who participated in an inspection to which no incidents of non-compliance (INC's) were written.

Zachary McCartney

Artameus Charles

Jerry Roy

Shaun Delco

Reagan Guidry

Seth Trahan

Terry Guthrie

Mark Conner

Kevin Guzman

Zach Higginbotham

Cody Dupuis

Trent Stevens

Korby Robinson

Casey Broussard

Darrin Becker

Jeremy Hawkins

Michael Hall

Alec Bellon

Derek Prescott

Jonathan Mayer, Jr

Brett Fangue

Robert Stemcosky

David Casso

Vernon Scott Myers

Shae Pierrotte