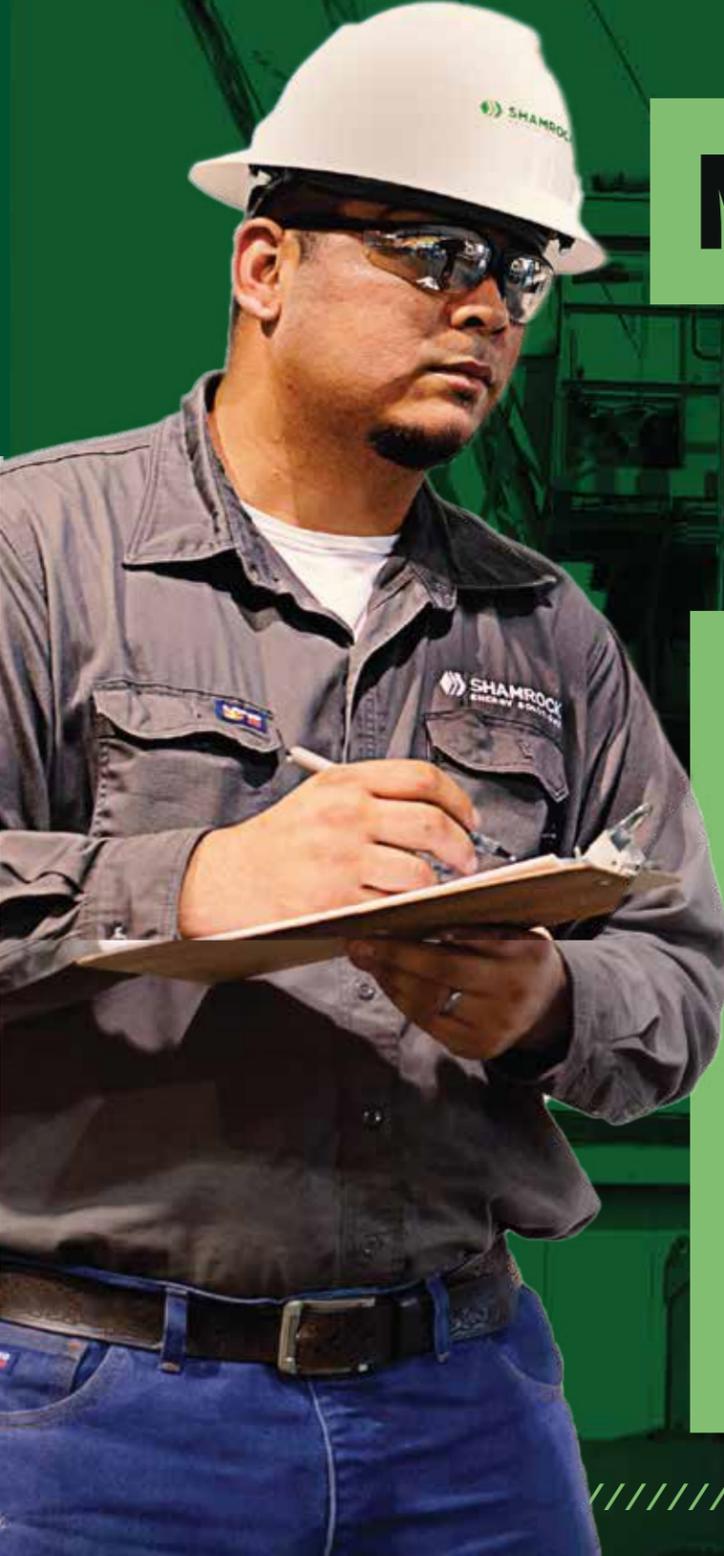




NO BARRIERS



Over the last two years, the energy industry has been faced with many challenges. However, Shamrock Energy Solutions continues to experience growth that is uncharacteristic in today's current environment.

One of the many reasons for the organization's sustained growth is that it takes a "NO BARRIERS" approach to the hiring process.

"Our goal has always been to staff the most qualified and experienced employees in the industry," says Shamrock president and CEO, Jeff Trahan. "Therefore, we've streamlined our hiring process and removed any obstacles that would prevent a candidate from wanting to join the Shamrock team."

Despite rising benefits costs, Shamrock strives to ensure that their benefits package is among the best in the industry. The leadership team recognizes that great benefits are a reward for hard work and help build strong families. Shamrock's unparalleled benefits package includes a rich health insurance plan, excellent vacation benefits, holiday pay and an annual performance bonus plan. Unlike most companies in the industry, Shamrock has also eliminated the one month waiting period; benefits go into effect upon date of hire.

NO BARRIERS has allowed Shamrock Energy Solutions to attract the cream-of-the-crop employees. According to Trahan, making the switch to Shamrock is a "no-brainer."

ROCK-STEADY GROWTH

"Having done business with Shamrock while at Shell, I knew that Shamrock had a talented management team and was well positioned for growth," says Daryl Rouse, COO of Shamrock Energy Solutions. Daryl came to Shamrock with over 26 years of industry experience. A large portion of his career was spent serving as Gulf of Mexico Operations Manager for Shell Pipeline. Upon his retirement from Shell, Daryl was offered an opportunity to join the Shamrock team and he excitedly accepted. "I was honored to be given the opportunity to be a part of something special," says Daryl.

Shamrock Energy Solutions is indeed **something special**. Founded in 1997 with roots in the Gulf of Mexico region, Shamrock Energy Solutions initially offered contract production personnel, mechanical services and electrical services. Over the last decade, Shamrock has grown in size, expertise, service offerings and areas of operation.

The key to Shamrock's success is that its leaders have made employee satisfaction a top priority. The leadership team understands that a happy employee is engaged, has a sense of ownership and accountability and is committed for the long haul. Because of the great pay, unbeatable benefits package and how well team members are treated, Shamrock Energy Solutions has gained some of the most knowledgeable and experienced people in the industry. Once one of the smaller players in the Gulf South energy business, Shamrock is now able to offer their vast customer base:

- » **OIL & GAS CONTRACT LABOR**
- » **VALVE & WELLHEAD SERVICES**
- » **MECHANICAL SERVICES**
- » **INSTRUMENTATION, ELECTRICAL & AUTOMATION**
- » **RENTAL GENERATORS**

Because the company specializes in such a diverse range of services, it would be rare to hear a Shamrock employee say "that's not in my job description." Most of Shamrock's clients initially approach them with the need for only one service, but Shamrock's expertise and exceptional workmanship has resulted in these customers placing their unwavering trust in the organization. Deep and lasting partnerships have developed and these clients now utilize Shamrock for multiple services and often simply think of Shamrock as their go-to service company.



"A happy employee is engaged, has a sense of ownership and accountability and is committed for the long haul."

STABILITY THROUGH SAFETY

Despite their remarkable growth, Shamrock Energy Solutions has sustained a strong and proficient safety record. "From minimizing risk on the platform to emphasizing safety through education, I am proud to say that our HSE, training and operations teams go above and beyond to ensure the wellbeing of all of all of our team members," says Health Safety and Environmental Director, Troy Granier. In 2015, Shamrock maintained an outstanding TRIR (Total Recordable Incident Rate) of 0.28. Shamrock's many other safety successes include:

- » 8 million exposure hours and 2.5 calendar years with ZERO LTI's (Lost Time Injuries)
- » Numerous third party audits held with zero non-conformities
- » Zero governmental citations
- » Approved statuses in the following verification databases: ISNetworld, PEC Premier, Veriforce, OQSG and PICS Auditing

"Given our industry's current challenges, I am certain that companies without a comparable safety performance are not likely having the stability and opportunities we are blessed to have here at Shamrock," says COO Daryl Rouse. "Our team members' professionalism and focus on safety has contributed greatly to our continued growth and success during these trying times."

Because of its proven track record for quality, stability, safety and employee engagement, Shamrock Energy Solutions has become a leader in the industry. With years of experience, the company has evolved into a regional force ready for even more growth in the future. Trahan affirms "I am excited for the future of this company. There is no limit to what we can achieve because we truly have the best people here at Shamrock."