



You wouldn't trust
JUST ANYONE
at your
field facilities,
would you?

That's why there's ROSKA

SAFETY, CASH FLOWS AND REPUTATIONS
all depend on having the right people in
critical operating positions.

**ROSKA HAS MOTIVATED SPECIALISTS
AVAILABLE FOR DEPLOYMENT.**

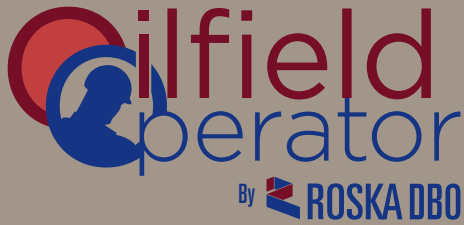
WE HANDLE STAFFING CHALLENGES ranging
from individual call-outs through complete
long-term facility teams. Whatever your needs,
you can count on us for the solution.



ROSKA
Design | Build | Operate

ROSKA'S OILFIELD OPERATOR DATABASE HAS THOUSANDS OF QUALIFIED OILFIELD PERSONNEL.

OILFIELD OPERATOR IS A PROVEN PERFORMER with high name recognition and a long track record of attracting and placing qualified workers. All candidates are sourced, screened and carefully vetted.



When you work with **ROSKA**, you access western Canada's #1 TALENT POOL

THE SIZE OF OUR TALENT

pool and our deep long-term relationships enable us to provide far more than "generic" workers. We have people with decades of experience. People who can work reliably on their own, people who can lead effectively, and people who can manage entire facilities. People who are comfortable in remote terrain or in camp settings. Entry-level workers eager for their first decent job. And experienced veterans with decades of knowledge, deep practical insight and unbeatable competence.

WE CAN FIND YOU

just about any specialist, including individuals with relatively rare skills such as turn-around planning, experience with unique, no-longer-manufactured legacy equipment, handling specific process streams, or troubleshooting plant control systems.



ROSKA HAS

- Field operators
- Power engineers
- Processing plant and facility workers
- Pipeline terminal specialists
- Professionals and administrators
- And other specialized areas

NO OTHER STAFFING SERVICE IN WESTERN CANADA comes close to Roska's talent pool.

WE WORK HARD TO KEEP OUR people happy — and that has been key to our success. We pay them on time, offer complete benefits, and provide tools and trucks to those who need them. Above all, we provide them with the jobs that are right for them, with a great track record of keeping them busy.

SO THEY KEEP WORKING with ROSKA. And that, in turn, makes these great people available to you. Roska-sourced people will make you happy by keeping your well sites, batteries, processing facilities and pipelines running. Helping you operate safely, efficiently and profitably.

Meeting your Operations Needs — WITHOUT DELAY

USING ROSKA'S STAFFING SERVICES avoids the risks and headaches of recruiting and hiring full-time employees. All it takes is one phone call. We are oil and natural gas industry specialists who know this sector inside and out.

WE CAN MEET ANY STAFFING NEED. Like supplying critical personnel for your very next shift. We specialize in helping our customers manage personnel crises and fill urgent needs. But we go far beyond that. We can supply individuals, groups of staff or complete teams. Carefully selected for their suitability to a particular field, process stream or facility.

DEPLOYMENTS CAN BE BY THE SHIFT, for short-term periods like facility start-ups or turn-arounds. Deployments can be transitioned to long-term operations. Roska's track record includes completely re-staffing under-performing facilities and restoring them to profitability.

USING ROSKA ALSO ALLOWS YOU to test out a potential full-time employee. You can see how the person works, interacts with people, contributes to your team, makes decisions and coordinates activities. You remain at arm's-length, while Roska is the employer of record. We take on the payroll burden and HR-related load. Later on, you can hire them directly. Or Roska can continue to handle the personnel administration, avoiding the corporate overhead of managing full-time employees. If you have found a promising candidate on your own, we can handle the payroll, benefits and all the paperwork for you. Letting us focus on people lets you stay focused on production.

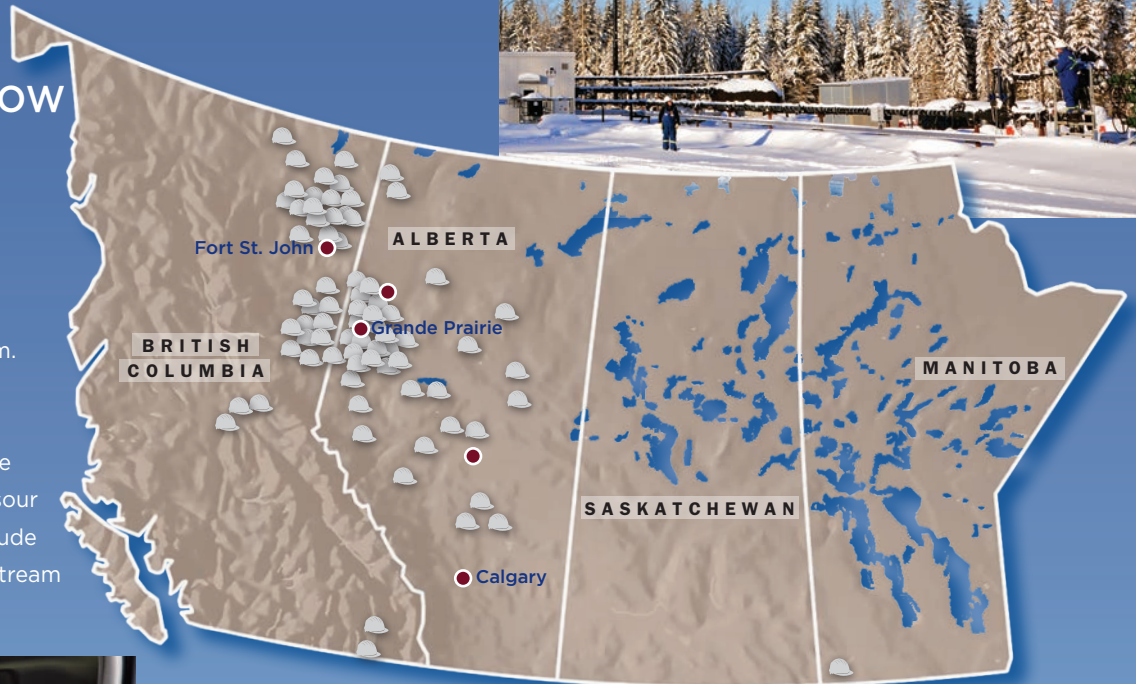


You'll find **ROSKA** PEOPLE across western Canada.

AT REMOTE WELL SITES AND RANGING ACROSS large producing fields. At oil batteries and terminals. At gas plants, specialty facilities such as liquids extraction, and on pipelines.

ROSKA PEOPLE KNOW EVERY OPERATING ENVIRONMENT.

THEY WORK ON LEGACY vertical oil fields and tight light horizontal oil plays like the Cardium. They handle conventional heavy oil and SAGD. And they're in deep, high-pressure environments like the Montney and Duvernay, including sour operations. Roska's customers include energy producers of all sizes, midstream operators and pipeline companies.



● Roska branch 📎 Operators deployed



ROSKA'S STAFFING SERVICES are truly Comprehensive

WE ALWAYS WORK HARD TO MAKE THE RIGHT MATCH: a motivated individual with the skill-set to fulfill your requirements, and a job that fits the individual's needs. Effective "matchmaking" is a two-way street: it takes good people and good companies.



YOU CAN RELY ON ROSKA TO evaluate candidates and recommend the best fit. Or you can compare a number of qualified individuals and make your own selection.

NO OTHER STAFFING OPERATION in western Canada even comes close to ROSKA's level of service.

ROSKA'S STAFFING SERVICES are run by a highly experienced field management team. We have efficient, up-to-date internal processes — including standardized resumes for easy comparison — and all required safety and regulatory certifications and organization memberships.

OUR ROOTS GO DEEP IN ENERGY-producing country. Our founders are from the field — not corporate Calgary. Our people live and work in producing regions. We have staffing services branches in Grande Prairie (our headquarters) plus Fort St. John, Peace River and Leduc.

ROSKA HANDLES EVERYTHING

- Trucks, tools and safety equipment
- Payroll, benefits and complete administration
- Training and safety certifications
- Interviewing, reference and background checks, drug testing
- Regulatory compliance (WCB, insurance, safety and driving tickets)
- HSE coordination
- The Works!

CALL TODAY AND JOIN the many other energy companies that use **ROSKA!**



Production Peace of Mind

Roska DBO Inc.
12819 99 Street Grande
Prairie, Alberta,
Canada T8V 4G8

www.roskadbo.com
877.532.8347
780.532.8327