



Presentation of our Training activities

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CONVENTIONAL TRAINING ACTIVITIES

Training is the main activity of the company. In the scope of conventional training DRILNET delivers classroom training, on-the-job training and provides "train the trainer" programs.

- ✓ Our company develops drilling training programs and trains directly engineers and technicians of international companies such as: SCHLUMBERGER, PRIDE FORASOL, TOTALFINAELF, GAZ DE FRANCE, SONATRACH, ADCO; or through our clients such as "Ecole Nationale Supérieure des Pétroles et des Moteurs" (ENSP MFI), " French Petroleum Institute " (IFP), PRIDE FORASOL training centre, Next , ENI Corporate University, ENI / KCO, etc..
- ✓ Our instructors are experienced professionals daily involved in operations.
- ✓ Our training tenders concern all activities of oil industry: oil and gas and energy project management, E&P, Surface Production, Refining, Safety, Logistics, etc. They can be in-house trainings or trainings within our clients' facilities.
- ✓ We have also special programs for on-the-job trainings for drillers, drilling supervisors, superintendents, engineers...
- ✓ Depending on your needs, you can choose a course in our training catalog or our specialists will help you to design and to develop customized training programs.
- ✓ Drinet's team can lead your staff's knowledge evaluation in order to adjust the training programs to your company targets.
- ✓ We help also to put into operation or to work with existing training centers and to provide with the following certifications: IWCF, STCW 95, IADC, OPITO, NEBOSH, IOSH Managing Safety, IMI Awards, AWS, LEEA, Emergency First Response, American Safety & Health Institute, Chartered Institute of Environmental Health, NFPA, National Safety Council, Crane Certification Association of America, IASST, UK Spill, etc.

Some examples of our achievements:

- ▶▶ From 1992 to 2005, Drilnet team members developed a manpower plan after auditing and evaluating all the drilling crew of SONATRACH. Drilnet team members also implemented and executed a training schedule for more than 200 SONATRACH Drilling Division employees (DSV, DSI, Drilling, Mud & Cementing Engineers) at Hassi Messaoud (Algeria), and trained trainers.
- ▶▶ From 2003 to 2004 and in 2006 DRILNET provided Drilling Fluids and Cement training course for ENI Italy engineers (2 x 16 weeks).
- ▶▶ From July 2008 our company is setting up and developing a Drilling Supervisor / Engineer training programme through a joint venture with a local sponsor dedicated to all future TOTAL worldwide local supervisors.
- ▶▶ During last 5 years we have worked on several projects for ENI CORPORATE UNIVERSITY (Kazakhstan, Iraq, and Italy), RST GLOBAL SOLUTIONS (Singapore, Netherlands, USA), POLITECHNICO (Italy), OMV-PETROM (Romania), TNK-BP (Russia), DRILLMEC (Italy, Iraq).
- ▶▶ And currently we are the qualified supplier to ENI Corporate University for Geosciences, Well Area, Production and Maintenance training services.

DRILNET is specialized in technology transfer in the upstream and downstream oil activities.

OUR TRAINING REFERENCES

Company	Company Business Unit Or Project	Period & Location	Services
DRILNET	France	Pau, France, Biannual April / November	DRILNET provides the training course "Introduction to rotary drilling". Till now – 180 persons trained.
ADCO	UAE	Abu Dhabi, 2005	We have provided basic and advanced training courses in E&P for 16 Drilling Supervisors and Engineers: <ul style="list-style-type: none"> • Drilling Engineering • Drilling Technologies • Common Drilling Problems • Stuck Pipe Prevention • Fluids & Cements technologies
ANPE / ASSEDIC	France	France, October 2007	Provided the training course "Introduction to rotary drilling".
BOUMERDES University	Algeria	Algeria	Setting up of the Training Centre: <ul style="list-style-type: none"> - Purchase and installation of the simulator - Working out training courses - Courses delivery - Train the trainers Obtaining of the IWCF certification of the training centre, providing Well Control training courses with the IWCF certification
BPS	France	France, 2004-2005	Recruitment, initial training and "On-The-Job training" for Drillers and Assistant Drillers, Drilling course for Roughneck and Derrickman level. 48 trainees
COFOR	France	Maise, France, 2010	Provided training for Drillers and Assistants Drillers. 10 trainees
DIESEL	Joint Venture	Romania, 2008	Engineering for the creation of Fire Fighting & HSE Training Centre in Ploiesti. 50 trainees
DIETSMANN	France	Marseille, France, since 2005	DRILNET provides Basic and Advanced Fire Fighting Training on the regular basis. Up to now – 40 trainees
DRILLMEC	Italy Iraq	March 2012	DRILNET provided the instructor for DRILLING MATERIALS training course for 44 Company's technicians
ENI	CORPORATE UNIVERSITY (ECU)	2003-2004-2005	<ol style="list-style-type: none"> 1. KCO project: design and presentation of several training courses in E&P. 2. Iraqi Company & NAOOC: design of two courses: Reservoir Engineering and Evaluation of the Petroleum Potentials.
	CORPORATE UNIVERSITY (ECU)	2003-2004 / 2006	DRILNET provided Drilling fluids and cement training course for ENI engineers (2 x 16 weeks) to become Mud & Cement Supervisor and Engineers. 19 trainees
	KCO	Kazakhstan, 2005 – 2006 – 2007	<ol style="list-style-type: none"> 1. Reservoir Engineering & Production 2. Drilling Technology 3. Production & Well Testing

Company	Company Business Unit Or Project	Period & Location	Services
	CORPORATE UNIVERSITY (ECU)	IRAQ, from January 2013	Geosciences and Well Area Training services Production / Maintenance / Facilities Training services
	CORPORATE UNIVERSITY (ECU)	ITALY, from January 2013	Geosciences and Well Area Training services
FORASERV		Port Gentil, Gabon December 2013 January 2014	DRILNET provided Well Control training course with the IWCF certification to 20 trainees
GRUP SERVICII PETROLIERE	IWCF TC	Romania, 2008 – 2010	DRILNET is setting up the entire training centre to provide fire fighting, IWCF, maritime safety trainings. Since June 2009 the training centre has been accredited IWCF and, currently runs IWCF Well Control Surface BOP training courses. 117 trainees
		Constanta, Romania, October 2009	“How to be Trainer” training course delivered by DRILNET to the future GSP’s trainers
		Constanta, Romania, October 2009	“Project Management for Success” training course delivered by DRILNET to the future GSP’s trainer
GTSC	UAE	Abu Dhabi, 2005	DRILNET provided Well Control training course with the IWCF certification as well as HSE training courses
HALLIBURTON	Algeria Division	Algeria, 2007-2008	Drilling training courses for 15 trainees <ul style="list-style-type: none"> • Hole problems while drilling • Fishing • Coiled tubing technologies • Tubular design (drill pipe, casing and tubing design)
IFP / ENSPMFI / PRIDE	PRIDE	1999-2002	DRILNET assisted the company PRIDE in the development and the implementation of the training courses for drilling supervisors.
IPC	Abu Dhabi	Worldwide, Since 2005	Well Control training courses with the IWCF certification
ISS	Boots & Coots	Astana, Kazakhstan April 2010	DRILNET provided training course “Drilling contracts and Negotiations”
LAINE MECANIQUE	Pau	Pau, France, April 2009	DRILNET provided 3-day training course “Introduction to the Petroleum Industry” (9 persons)
OMV - PETROM	Romania	Bucharest, Romania October 2012	DRILNET provided “Open & Cased Hole Well Testing training” to 32 young engineers
NAFTOGAS	Algeria		Coaching safety while drilling – 200 trainees
PLOIESTI UNIVERSITY	FORADEX – ROMPETROL – PETROM – OMV	2006	Engineering for the creation of the well control training centre at the Ploesti University. 5 trainers trained.

Company	Company Business Unit Or Project	Period & Location	Services
PRIDE	ENI Kazakhstan	2000-2004	DRILNET designed and presented the training course in marine safety according to the International legislation (STCW95) adapted to the equipment and the personnel of the company. This course was approved by the French Maritime Ministry. 154 trainees
	STAPEM	2003	We designed and implemented two training courses: HLO (Helicopter Landing Officer) and HDA (Helideck Assistant).
	TOTAL	2004	DRILNET implemented the training courses for ENMM (Ecole Nationale De La Marine Marchande): DPO (Dynamic Positioning Operation) and CSO (Company Security Officer).
POLITECNICO DI TORINO	Italy	April 2012	DRILNET performed the DRILLING & COMPLETION Training seminar to 15 students
ROMPETROL	Romania	Romania, 2008	Training project for the drilling rig team on Top Drive system (Theoretical and "On-The-Job training"). 10 trainees
RST Global Solutions Singapore	NOBLE	Singapore April 2011	DRILNET provided the Stuck Pipe Prevention training course for NOBLE Drilling staff. 6 trainees
	NOBLE	Netherlands, November 2011	DRILNET provided Stuck Pipe Prevention and Volumetric Stripping training courses for NOBLE Drilling Staff – (2 x 2-day course for 10 trainees)
	NOBLE	Lafayette, USA January 2012	DRILNET provided Stuck Pipe Prevention and Volumetric Stripping training courses for NOBLE Drilling Staff – (4 x 2-day course for 7 trainees)
	NOBLE	Netherlands, March – April 2013	DRILNET provided Stuck Pipe Prevention and Volumetric Stripping training courses for NOBLE Drilling Staff – (3 x 4-day course for 19 trainees)
SCHLUMBERGER group	NEXt Training Center	2001-2002	We designed and delivered training courses illustrated with documents and slides and trained Drilling Supervisors and Engineers of IPM (Integrated Project Management). 180 trainees
	Schlumberger Melun	2005 - 2006 - 2007-2008	Setting up of the Training Centre: <ul style="list-style-type: none"> - Purchase and installation of the simulator - Working out training courses - Courses delivery - Train the trainers Obtaining of the IWCF certification of the training centre, providing Well Control training courses with the IWCF certification to 350 trainees
SERCO	Pau	Pau, France, October 2007	DRILNET provided training course "WHIPSTOCK & INSTRUMENTATIONS" – 4 trainees
SINCOR	Venezuela	Venezuela, 2004-2005	We designed a training course in safety during the supervision of the stopping of the refining production unit. 40 trainees.

Company	Company Business Unit Or Project	Period & Location	Services
SONATRACH	Drilling Division	Algeria, 1990-2005	DRILNET has taken part in recruitment and training of more than 300 engineers (Drilling Supervisors / Superintendents and Engineers) working for the drilling division.
	Production Division	Algeria, 2003-2004	DRILNET designed and delivered several training courses to 80 trainees: <ul style="list-style-type: none"> • Industrial technologies • Electrical and Mechanical Maintenance • Automatism • Surface production / Refining
SPIE Oil & Gas Services	Middle East	Yemen, 2008-2009	DRILNET designed training programs “Drilling Supervisor / Engineer” and implemented this 19-week course from “beginner” level to Drilling Supervisor / Engineer level for TOTAL, OMV, NEXEN, and HUNT. 20 trainees
	Middle East	Istanbul, Turkey July 2010	IWCF Well Control training course for Drilling Supervisors organized for South Oil Company and North Oil Company of Iraq). 10 trainees
	Africa	Pointe Noire, Congo August 2010	IWCF Well Control training course for Drillers organized for SNPC Congo – 20 trainees
	Africa	Pointe Noire, Congo July 2011	IWCF Well Control Surface BOP training course for CAROIL, NABORS Congo and SNPC Congo – 10 trainees
STREAM OIL & GAS Ltd.		Tirana, Albany October 2008	DRILNET provided training course “Introduction to Rotary Drilling and Coiled Tubing”. 20 trainees
TNK-BP	TNK Management	Tyumen, Russia July- September 2010	DRILNET provided the customs Well Design training course dedicated to the young Drilling Engineers and Supervisors. 25 trainees
	TNK Management	Tyumen, Russia July-August 2011	DRILNET provided the customs Tubing training course dedicated to the young Drilling Engineers and Supervisors – 16 trainees
	TNK Management	Tyumen, Russia End 2011	DRILNET is requested to provide the customs FLUIDS training course (16 Young Drilling engineers)
	TNK Management	Tyumen, Russia May 2012	DRILNET provided the customs Tubing training course dedicated to the young Drilling Engineers and Supervisors – 16 trainees
	TNK Management	Tyumen, Russia September 2012	DRILNET provided the customs WORKOVER & COMPLETION FLUIDS training course (25 skilled + 18 young Drilling engineers)
	TNK Management	Tyumen, Russia December 2012	DRILNET provided the customs WORKOVER & COMPLETION FLUIDS training course (17 young Drilling engineers)
TOTAL	FINA ELF		Safety at Petrochemical plant – 77 trainees

Company	Company Business Unit Or Project	Period & Location	Services
	GYRASOL	2002-2003	HSE training courses – 10 trainees
	DAALIA	2005	HSE training courses – 4 trainees
	LACQ Training Centre	Lacq, France, May 2006	1-day training “Deposits, wells, pumping”. 25 trainees
	LACQ Training Centre	Lacq, France June 2006	20-day training: Commissioning, flow measurement, production processes, simulation tools, production measures. 25 trainees
		2007	Refresh courses in Mathematics, Physics & Hydrocarbons Chemistry
	TOTAL SYRIA	Damascus, Syria November 2010	DRILNET provided the Drilling Engineering training course for operational staff of TOTAL (10 Drilling supervisors and engineers)
	TOTAL SYRIA	Istanbul, Turkey January 2012	DRILNET provided once more the Drilling Engineering training course for operational staff of TOTAL – 10 Drilling supervisors and engineers
WELL EQUIPMENT INTERNATIONAL SERVICES (now DELTAWELL)	Italy	Fiorenzuola d’Arda, June – September 2012	DRILNET provided 6 “DRILLING FOR TECHNICIANS & SAFETY ON THE DRILLING RIG” training sessions for the Company’s operators, engineers and administrative staff (50 persons trained)
XEROX Services	OMV-PETROM	Bucharest, Romania October 2013	DRILNET delivered “Introduction to Drilling Bits” training. 16 trainees

	Already performed
	In progress

EXAMPLES OF TRAINING PROGRAMS

You will find in the following pages the example of the Drilling Supervisors training, as well as a training program of the drilling Contractor's staff which we worked out within the framework of the creation of training centres in South Africa and in Nigeria.

Example 1: Coaching methods and training of drilling supervisors

Example 2: Training program of Contractor's staff

EXAMPLE 1

COACHING METHODS AND TRAINING OF DRILLING SUPERVISORS

INTRODUCTION

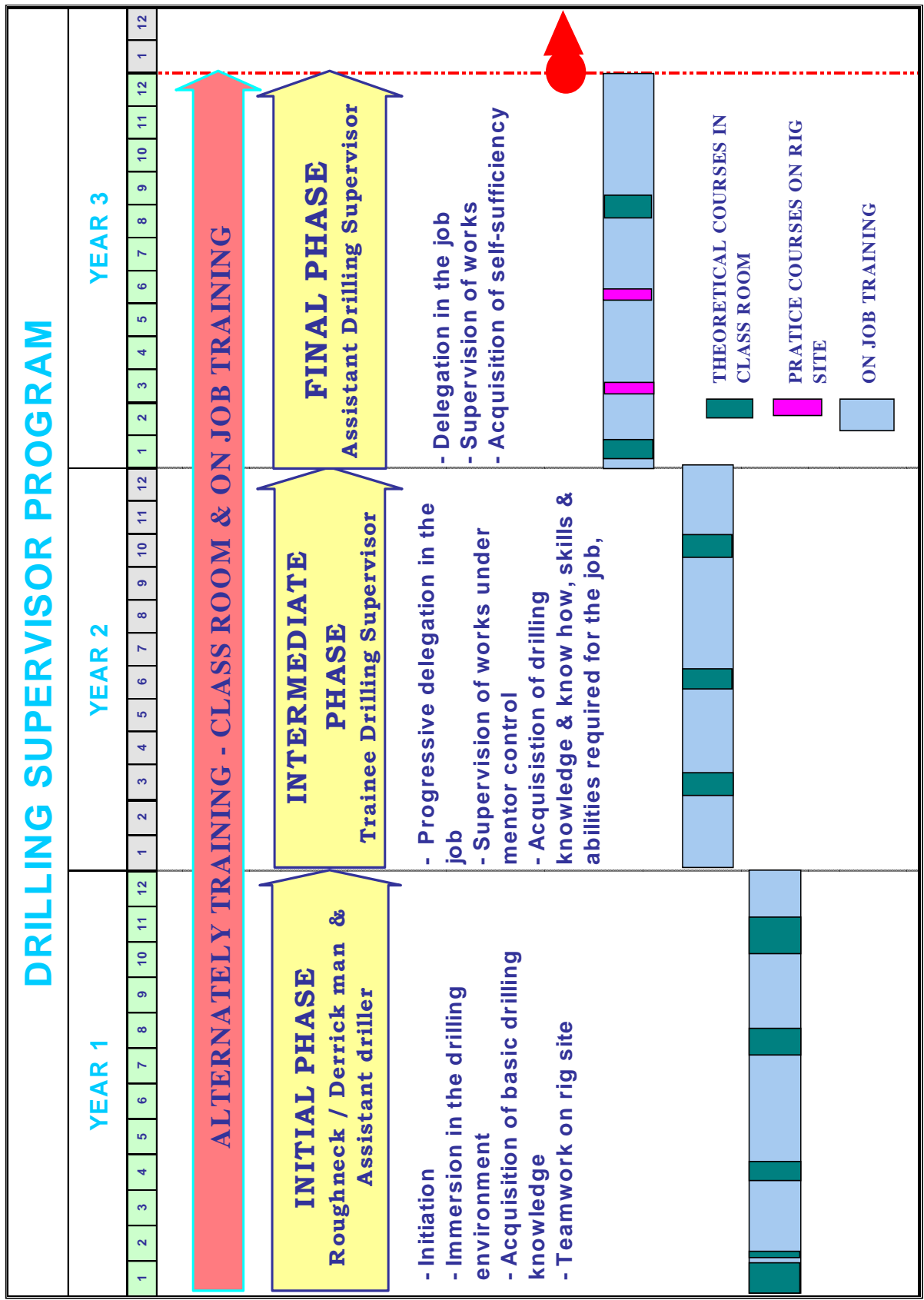
DRILNET has several years of experience in training of personnel from the drilling supervision team (Drilling Supervisor / Superintendent, Fluids & Cements Supervisor / Superintendent, and Drilling Engineer). DRILNET works out proven training and coaching methods: training given partly in a classroom and partly on rig site.

For example, for a future Drilling Supervisor:

- At the beginning the trainee will hold the position of the Roughneck and then the position of the Assistant Driller on the rig site during the first phase of the training program (one year).
- After that, he will be the Trainee Drilling Supervisor on the site for one year in order to assist the Drilling Supervisor.
- During the last step he will be Night Drilling Supervisor to get the necessary professional qualification.

During all the training period, a rigorous follow up is realized, in classroom, but also during the “On-The-Job training”. For that, an instructor acting as a coach is responsible for a group of 6 to 8 trainees: he regularly verifies theoretical and practical knowledge, improves their know-how and advises them on their professional attitude on the site. At the end of each phase, and at the end of the training period, the coach with a DRILNET training coordinator draws up a report for each trainee.

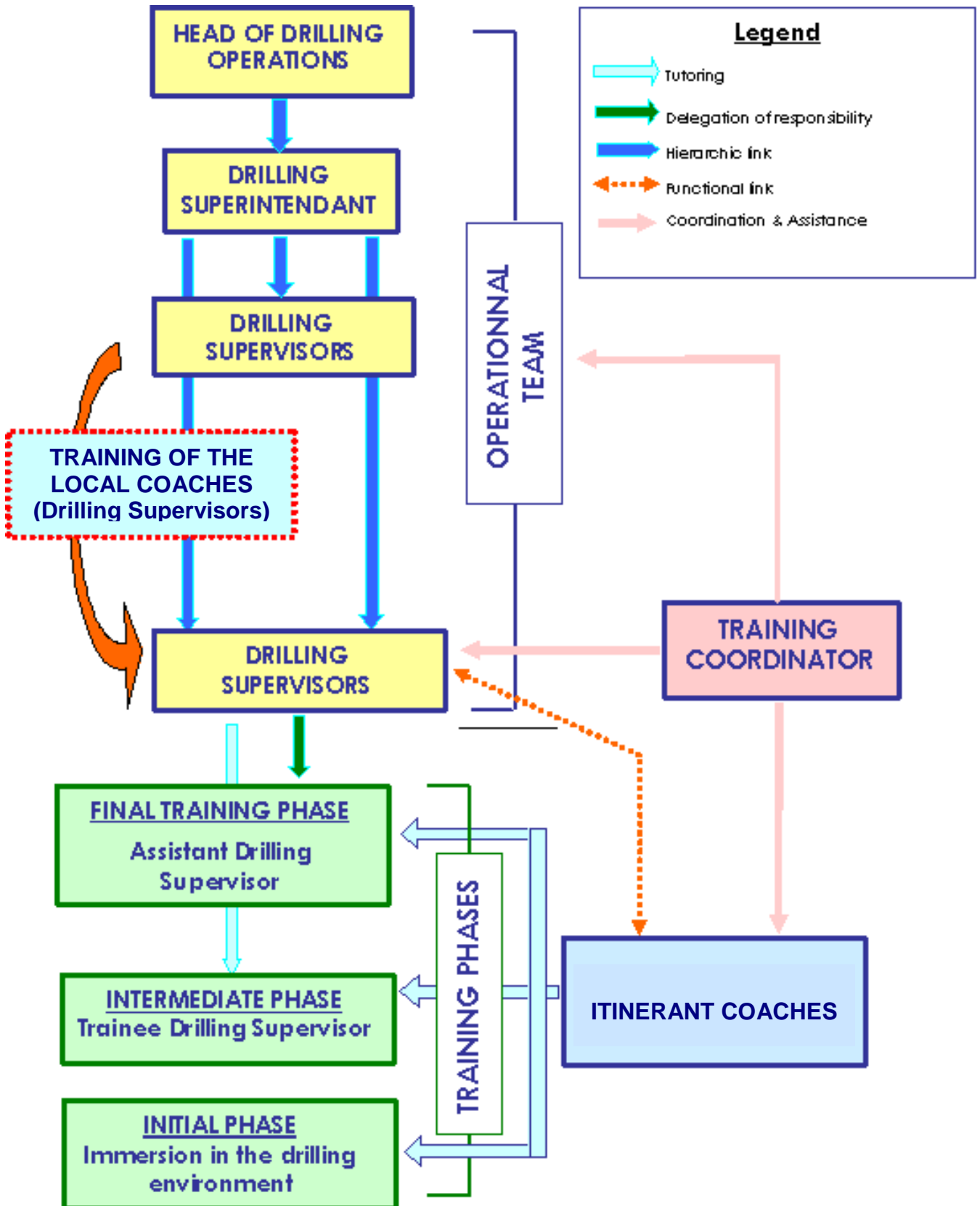
TRAINING PROCESS



TRAINING PROCESS



TRAINING PROCESS



THE DIFFERENT PARTICIPANTS OF THE "ON-THE-JOB TRAINING"

THE MAIN RESPONSABILITIES OF THE COACH:

- VERIFY theoretical and practical knowledge
- TEACH the "knowledge"
- SHARE the "know-how"
- OBSERVE AND ADVISE on behaviour pattern
- EVALUATE the skills of the trainees.

COACHES ON SITE (*Drilling Supervisors trained to the "On-The-Job Training"*)

Depending on the Operational team, they have in charge the drilling rig responsibility.

They are also in charge of teaching trainees supervisors (intermediate phase of the training program) on the drilling operations practices and the scope of work of a Drilling Supervisor.

They use a conclusive method to train the trainees and apply a progressive and gradual delegation in the scope.

They control and comment the weekly activity report made by the trainees, and then they submit it to the itinerant coach.

They evaluate the trainees in collaboration with an itinerant coach.

They also have the responsibility for an Assistant Drilling Supervisor (final phase of the training program), but they are no more in charge of their training (except for practice reminder on the site). They delegate the operations as much as possible to spend enough time with the trainees' supervisor.

ITINERANT COACHES (*Drilling Supervisors trained to the "Itinerant On-The-Job Training"*)

They are selected among the coaches on the site and they are assigned to the Training Department. They are in charge of the follow up of the trainees (theoretical knowledge and operational practices) on rig sites.

They give homeworks (by theme) to the trainees in order to:

- improve their knowledge,
- deal with technical problems occurred,
- learn about expected operations, hard or critical situations,
- review difficult operations that require a systematic preparation.

They collect the weekly activity reports of their trainees, control and evaluate the skills with the assistance of the coach on the site.

Experienced coaches assist Night Drilling Supervisor (final phase of the training program). The main objective is to better qualify the future Drilling Supervisor.

TRAINING COORDINATOR

In the scope of "On-The-Job Training", the training coordinator is responsible for the supervision and coordination of the coaches. He receives all evaluation sheets and regularly draws up a report for each trainee.

He also follows up, controls and evaluates the coaches:

- teaching methods
- quality in evaluation.

EXAMPLE 2

TRAINING PROGRAM FOR DRILLING CONTRACTOR STAFF

PERSONNEL CONCERNED:

- Roughneck
- Derrickman
- Assistant Driller
- Driller

TRAINING:

- Theoretical course in class room
- Training practice in workshop on drilling equipments: elevators, slips, tongs, types of threads, fishing equipments, pump accessories, valves, chucks..... etc.)
- On the site: "On-The-Job training" with Drilnet mentors

TRAINING MODULES AND DURATION:

Roustabout & Roughneck:

Duration: 4 to 5 weeks

- Class room + Workshop: 3 weeks (3 X 5 days)
- On the site: 2 x 4 weeks "On-The-Job training"

Derrickman:

Prerequisite: have followed Roughneck course and a 6-12 month experience on rig site.

Duration: 5 to 6 weeks

- Class room + Workshop + Mud Lab: 3 weeks (3 X 5 days)
- On the site : 2 x 4 weeks "On-The-Job training"

Assistant Driller:

Prerequisite: have followed Roughneck and Derrickman training courses and an 18-24 month experience on rig site.

Duration: 6 weeks

- Class room : 3 weeks (3 X 5 days)
- On rig site: 2 x 4 weeks "On-The-Job training"

Driller:

Prerequisite: have followed Roughneck, Derrickman and Assistant training courses and 3-year experience on rig site.

Duration: 6 weeks

- Class room: 2 weeks (2 X 5 days)
- On rig site: 2 x 4 weeks "On-The-Job training"

KNOWLEDGE IMPROVEMENT OF THE CONTRACTOR'S STAFF

DRILNET can provide training courses to improve the knowledge of the Contractor's staff such as Assistant Driller, Drillers and Tool Pusher after an evaluation of the personnel.

Evaluation:

The evaluation is based on a quiz system with gradual level on subjects about the rig equipments and its functioning, as well as subjects of drilling techniques and problems while drilling.

The aim of the quiz is to identify the necessary needs in order to adapt the training program to the right level of the staff.

The same method will be used to organise the "On-The-Job training".

The teaching subjects could be the following ones (non exhaustive list):

- Drill string design
- Casing design
- Rig sizing
- Position of a drilling jar in the drilling string
- Wellbore stability and common drilling problems
- Stuck Pipe and Prevention
- Fishing Back Off and Side Track
- Directional Drilling
- Logging
-etc

E-LEARNING SERVICES BY DRILNET & LEARNABOUT

To train your employees in the most optimal way choose a fast and efficient option: e-Learning.

Our newest technologies of web based training offer:

E-TRAINING – The most economical and convenient way to train your remote and incoming employees.

E-ASSESSMENT – The amazing break-through solution enabling trainers to schedule, deliver and report on surveys, quizzes, tests and exams.

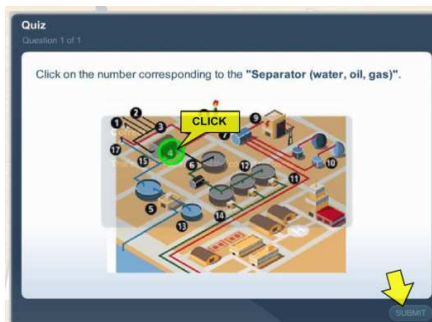
We develop and deliver any kind of online tests through our e-learning platform.

E-DOCUMENTS – The classroom courses learning material (ppt, pdf, docs, videos, tests) integrated and made available through the e-learning platform to protect it from amending and stealing.

E-COACHING – The turnkey solution supporting the performance and development needs of staff members wherever they are and whenever they have them.

The instructor-led training **Introduction to Petroleum Industry (IPI)**, that we currently deliver, represents an example of online course that can be offered by means of the LMS. It is designed for a wide range of personnel working with or within the petroleum industry, to allow them to discover the oil environment.

LearnAbout
proyectos de e-learning



***For further information about our offer please contact us
at e-learning@drilnet.com***



BLENDDED LEARNING

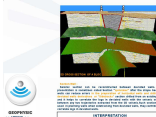
PLANET PETROLEUM is a Training Tool to acquire a wide and measurable global knowledge and understanding of the Petroleum Industry.

PLANET PETROLEUM combines:



- **Classroom Course** to enforce face to face contact and experience sharing

Each chapter of the **ENCYCLOPEDIA** is explained by the coach through dynamic content: movies, pictures, charts, animations



- **Encyclopedia** over 400 interactive pages of reference information database

It includes these chapters: Actors, Geology, Geophysics, Drilling, Development, Production, Economy and costs.

Chapters of the **Encyclopedia** are linked step by step to **Serious Game**, in order to balance the subject matter and the ability of attendees to retain and apply it to "real world".



- **Serious Game** Simulate management of virtual Oil Company

Being in turn Geologists, Geophysicists, Drillers, Producers, Economists, Chief executive officers, they establish their global strategy and face, as in the real life, technical and decisional risks in a strongly competitive environment. The evolution of the value of the company will reflect the assimilation of the knowledge and principles of the E&P chain of events: Project Settlement, Seismic campaigns on/offshore, Drilling, Development, Economy & Production



- **Traceable improvements** each step is followed by scores

Progress follow-up by group and individually. The results will be analyzed by our coach, highlighting strong and weak points of each individual and of the team. A training report for each attendee as well as for the entire group will be sent to your training/HR manager.

PLANET PETROLEUM is the solution to train:

- Job applicants: it validates their global understanding of the Oil & Gas industry
- Newcomers: it validates their job integration
- Employees: it improves their understanding of the Oil & Gas environment

In order to help them to increase their productivity

Value of PLANET PETROLEUM:

It reinforces the theory with practical situations and traceable scores

Try it: www.planet-petroleum.com



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