

LANDMEN, AI, AND THE BUSINESS OF JUDGMENT

CANADIAN ASSOCIATION OF LAND AND
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ROAD USE IN ALBERTA: COOPERATION, REGULATORY INTENT, AND THE RISKS OF MONETIZING ACCESS

James Thurston | Vice President, CALEP

Road access on Alberta’s public lands plays a critical role in enabling industrial operations, land management, and multiuser compatibility. As activity intensifies across sectors, road-use disputes have become increasingly common—particularly where disposition holders seek to leverage access as a revenue source. Recent decisions of the Public Lands Appeal Board (PLAB), combined with Government of Alberta bulletins and industry guidance, make clear that this approach is inconsistent with the legislative intent of the Public Lands Act (PLA) and the Public Lands Administration Regulation (PLAR).

This article outlines the factual regulatory framework, summarizes key PLAB findings, incorporates the position reflected in CAPP-aligned practices, and examines the associated implications for road-use agreements, including the recently clarified requirements for trappers and outfitters.

Regulatory Framework and Intent of Road Use Under PLAR

PLAR establishes that public lands must be managed for multiuse and in the public interest. Under PLAR s.98, commercial users—including industrial operators

—may access a road in a licensed area only:

- By agreement with the licence holder, or
- Through a Ministerial Order following an appeal to the PLAB. [capp.ca]

This framework ensures shared access, reduced duplication of infrastructure, and coordinated land stewardship, consistent with provincial policy objectives.

Industry-standard documentation reinforces this regulatory purpose. The CAPLA/CAPPA Master Road Use Agreement—used extensively by companies represented by the Canadian Association of Petroleum Producers (CAPP)—states:

“Road Use Agreements are generally used to provide indemnity and environmental protection for the Grantor when its roads are used by a third party.” [canlii.org].

Additionally:

- **Freehold lands:** road use may be issued for indemnification, but **fees cannot be charged.** [canlii.org].
- **Crown lands:** the licence holder **cannot refuse**

- road use on active Crown lands. [[canlii.org](https://www.canlii.org)].

These provisions confirm that road use is intended as a shared operational tool—not a monetized entitlement.

PLAB Decisions Reject Profit-Based Road Use Models

Two key PLAB decisions provide factual clarity on road-use expectations.

Kalinski v. Director, Provincial Approvals Section (2018 APLAB 38)

The Board found that charging road-use fees beyond fair compensation contradicts the purpose of public land dispositions. It stated explicitly that it is:

“not appropriate for a holder of a DLO to profit unjustly in providing access.” [[capp.ca](https://www.capp.ca)].

The Board also concluded that access obligations under PLAR s.98 ensure commercial users obtain necessary access subject to reasonable, impact-based terms—not windfall pricing.

830614 Alberta Corporation v. All Peace Asphalt Ltd. (2019 APLAB 12)

The Board rejected fee structures that would create competitive barriers or economic disadvantage. It held that compensation must reflect:

- **demonstrable maintenance costs,**
- **specific operational impacts, and**
- **reasonable administrative and safety requirements.** [[landenergy.ca](https://www.landenergy.ca)].

The decision also emphasized that Alberta policy prefers shared use of existing access rather than constructing new roads—an important consideration when evaluating the broader consequences of monetizing road access.

CAPP’s Position as Reflected Through Industry Practice

Although CAPP does not issue a specific policy solely addressing road use, the practices followed by CAPP member companies demonstrate a clear position consistent with provincial expectations.

Industry guidance used by CAPP members:

- emphasizes **risk management and environmental protection**, not profit generation;
- prohibits charging fees on freehold lands beyond indemnity purposes;
- confirms that Crown land road use **cannot be denied**;
- aligns with CAPP’s broader focus on regulatory clarity, competitiveness, and avoiding unnecessary cost burdens. [[canlii.org](https://www.canlii.org)], [open.alberta.ca].

Taken together, CAPP-aligned practices reinforce a **cost-recovery-based approach**, consistent with PLAB interpretations of the PLA and PLAR.

Recent Government Direction on Trappers and Outfitters

The Government of Alberta’s **Public Lands Bulletin 202501** formally clarified that trappers and outfitters are commercial users under PLAR because their activities generate economic benefit. The bulletin states:

“Trappers and outfitters are also considered commercial users under section 30(b)(i) of PLAR because their access to public land is tied to generating economic benefit.” [[capp.ca](https://www.capp.ca)].

As commercial users, they may access roads under a Licence of Occupation only where:

- An agreement exists between the commercial user and the licence holder, or
- relief is obtained through the PLAB when access is unreasonably withheld. [[capp.ca](https://www.capp.ca)].

This clarification confirms that consistent rules apply across industries and sectors, reinforcing the multiuse nature of Alberta’s public land system.

Professional Insight: The System Functions Best When Access Is Cooperative

Experience across multiple access disputes demonstrates a consistent outcome:

Road-use systems operate most effectively when all users avoid treating access as a revenue stream.

When road access becomes monetized beyond cost recovery:

- operators begin imposing escalating fees on each other;
- Disputes increase and frequently require PLAB intervention.
- The overall competitiveness of the sector declines.

These outcomes align directly with the concerns identified in both PLAB decisions cited above. The regulatory framework, industry guidance, and recent bulletins all support the same conclusion:

Road access works best when costs reflect actual impacts and when cooperation remains the organizing principle.

Conclusion

Across legislation, PLAB decisions, industry guidance, and recent government bulletins, the regulatory intent is consistent and well-documented:

- Road use on Alberta public land is designed for shared, multiuse access.
- Compensation must reflect actual operational impact—not serve as a profit mechanism.
- CAPP-aligned practices support impact-based, not revenue-based, agreements.

- Trappers and outfitters are commercial users who are entitled to consistent, reasonable access.
- Monetized or inflated fee models risk increased disputes, greater land disturbance, and reduced industry competitiveness.

By adhering to these principles, road access remains fair, efficient, and aligned with the public interest purpose of Alberta’s public land system.



LANDMEN, AI, AND THE BUSINESS OF JUDGMENT

Janice Redmond | Canada West Land

The land profession in Canada has never been static. It has adapted to regulatory change, shifting commodity cycles, evolving public expectations, and increasingly complex stakeholder environments. Artificial intelligence is simply the newest force pushing that evolution—but it is not rewriting the profession. It is changing how land professionals apply their judgment.

Despite the hype (and the occasional LinkedIn post confidently predicting that AI will replace half the workforce by Tuesday), AI is not a replacement for land work. In practice, it is becoming another tool—albeit a powerful one—that helps land professionals do what they have always done: understand risk, manage complexity, and support sound business decisions.

The more relevant question is not whether AI will be used in land work. It already is. The real question is how it will be used—and whether it will be used responsibly.

Why AI Looks Different in Canada

Canada's land environment does not lend itself to simple automation. Split title regimes, Crown and

freehold overlap, historic land instruments, Indigenous consultation obligations, and provincial variation all introduce layers of complexity that resist standardization.

This complexity is not accidental; it reflects Canada's legal and social history. It also means that land work in Canada has always relied heavily on professional judgment—judgment built through experience, context, and more than a few hard lessons.

AI can surface information, identify patterns, and flag inconsistencies. What it cannot do is evaluate intent, reconcile competing priorities, or assess risk in a Canadian regulatory and cultural environment where the “right” answer is often situational. If Canadian land work could be automated end-to-end, it would have happened years ago, likely in a spreadsheet that everyone pretended was authoritative.

AI handles volume.

Landmen handle meaning.

Where AI Is Actually Helping Today

For all the noise surrounding AI, its most effective applications in land work have been practical and

relatively unglamorous—which will surprise no one who has ever worked in land.

Title Review and Agreement Analysis

AI tools are increasingly used to scan and summarize large volumes of land documents—leases, continuations, amendments, surface agreements, pooling instruments, and related correspondence. In asset reviews and transactions, this can materially reduce time spent on mechanical review and significantly reduce the number of weekends lost to document rooms.

What it does not do is decide whether a clause poses a problem, survives under current legislation, or will come back to haunt you during development or disposition. AI highlights information. Land professionals decide what matters—and what will become an uncomfortable discussion later.

Data Cleanup and Land Systems

Most land departments are sitting on decades of fragmented data. Some of it is digital. Some of it is scanned. Some of it is handwritten. And some of it exists only in the institutional memory of “that one person who retired in 2008 but might still take your call.”

AI-enabled tools can help reconcile datasets, identify gaps, and bring order to land systems that have grown organically over the years. The benefit is not technological—it is practical. Better data reduces rework, improves credibility inside organizations, and allows land to contribute earlier in planning conversations rather than validating decisions after the fact.

It also reduces the frequency of the phrase: “Let us confirm that and get back to you.”

Transaction and Due Diligence Support

In acquisitions and divestitures, AI can flag inconsistencies across large datasets—missing

continuations, ownership discrepancies, and unusual royalty structures. This is particularly useful when timelines are tight and expectations are high.

What AI does not do is prioritize issues, assess commercial materiality, or explain to an investment committee why something that looks minor in a spreadsheet is, in fact, very much not minor. It does not negotiate solutions or manage counterparty expectations.

That work still falls to land professionals—often accompanied by a risk memo, a marked-up agreement, and a growing suspicion that the schedule is optimistic.

AI Doesn't Replace Landmen—It Exposes Their Value

The real impact of AI is not job loss; it is job clarity.

As repetitive work becomes automated, the value of land professionals shifts toward what they have always done best:

- Identifying and mitigating land risk
- Applying commercial judgment
- Negotiating durable, practical agreements
- Managing Indigenous, regulatory, and surface relationships
- Translating technical land issues into business consequences

In other words, less time processing information and more time being asked, “*What do you think?*”

That question has always been at the heart of land work. AI simply makes its answer more visible.

Negotiation Remains a Human Discipline

For land professionals, negotiation is rarely about the clause alone. It involves history, trust, leverage, precedent, and the quiet reality that you may be dealing with the same counterpart for decades.

AI can provide background and precedent. It cannot read a room, sense hesitation, or know when silence is doing more work than argument. If negotiation were purely analytical, land agreements would always be completed on time and exactly as drafted.

They are not.

As technical processing becomes easier, the quality of judgment and negotiation becomes more obvious—and more valuable.

CALEP, Professional Standards, and AI

For Canadian land professionals, the use of AI does not exist in a vacuum. Our work is governed by professional standards and ethical obligations, including those established by the Canadian Association of Energy Land Professionals (CALEP). Those standards do not change because a task is supported by technology.

CALEP's emphasis on competence, integrity, accountability, and respect for stakeholders applies just as much in an AI-enabled environment as it ever has. If anything, the increased speed and scale AI enables only heightens the importance of those principles.

Whether information is reviewed manually or highlighted by a system, land professionals remain responsible for its accuracy, interpretation, and use. AI does not diffuse accountability—it concentrates it. A tool may assist in identifying information, but professional judgment is what determines relevance, risk, and outcome.

Practically speaking, “the system flagged it” is not a defensible explanation under any professional standard.

The Ethics of Using AI in Land Work

The ethical questions surrounding AI in land work are not abstract. They are extensions of the issues land

professionals already manage every day: accuracy, confidentiality, bias, disclosure, and trust.

Accuracy and Verification

AI tools can process large datasets quickly, but that efficiency does not eliminate the need for verification. Outputs must be reviewed, understood, and validated. Presenting AI-generated analysis without due diligence undermines credibility and introduces unnecessary risk.

AI can help. Blind reliance cannot.

Bias, Gaps, and Historical Records

Canadian land records reflect decades of practices that were incomplete, inconsistent, or shaped by frameworks that did not fully account for Indigenous rights or evolving regulatory expectations. AI trained on historic data may replicate those gaps unless professionals actively apply judgment and context.

Ethical use of AI requires asking not just what the data shows, but what it may not.

Confidentiality and Control

Land professionals routinely manage sensitive commercial information and confidential agreements. Using AI does not lessen the obligation to protect that information. Understanding how data is stored, processed, and accessed is a professional responsibility—not a technical footnote.

If a tool cannot meet confidentiality expectations, efficiency is irrelevant.

Transparency and Accountability

Finally, ethical use of AI requires transparency. Decisions supported by AI should be explainable.

Recommendations should be defensible. Responsibility should always remain clearly with the professional, not the platform.

AI may inform decisions.

It does not take responsibility for them.

Preparing for What's Next

The future Canadian land professional does not need to become a technologist, but they do need to become AI-literate. That means understanding where these tools help, where they fall short, and when professional skepticism remains the most valuable skill in the room. Organizations that combine strong land fundamentals, sound judgment, and professional ethics with well-implemented technology will be better positioned to manage risk and execute transactions effectively.

Organizations that view AI as a shortcut around judgment will learn—quickly and publicly—that it is not.

(We have all seen how that ends.)

Final Thought

AI is not a disruption to the Canadian land profession. It is an acceleration.

Those who understand land, understand business, and uphold professional standards while using better tools will remain indispensable. CALEP did not become relevant by accident, and its principles matter just as much in an AI-enabled world.

The tools have changed.

The standards have not.

And judgment is still doing most of the heavy lifting.



MESSAGE FROM THE BOARD

Donald MacLeod
Director of Professionalism / New Education

A QUICK UPDATE FROM THE PROFESSIONALISM / EDUCATION PORTFOLIO

As the new year is in full swing, budgets have passed, projects have kicked off, and the usual workplace shenanigans have already started up again, I figured it was a good time to give the membership a quick update on what's been happening in the Education portfolio since I took over the reins back in June 2024.

We've made some real headway. CALEP now officially has a learning management system up and running, which is a game-changer for delivering standardized, accessible training across the country. We've got three courses in the final stages of completion, with a bunch more Surface Land courses actively in the works. The ethics course should be live by the time you're reading this.... finally giving everyone an easy, up-to-date way to knock out that mandatory piece while staying sharp on the standards we all live by.

This push is the result of a lot of hard work from Retrain Canada, our own Spryng Kubicek (who's been an absolute rock on this), a dedicated group of CALEP volunteers, and the Executive team keeping everything on track. It's been a real team effort, and I'm proud of what we've pulled together.

I've written before about the Surface Land classes



Donald MacLeod
Director of Professionalism/New Education

and given the rough timeline, but one big gap we still need to fill is the Mineral Land component. ***That's where I'd like to put out a direct call to our talented Mineral Land folks out there.*** We need your expertise to build this out properly, covering everything from foundational knowledge for students right through to ongoing professional development.

I'll be the first to admit I don't have the depth in Mineral Land to lead this myself, so I'm reaching out for help. If you're interested in getting engaged and shaping the future of Mineral Land education in CALEP....whether you're a seasoned pro, someone looking to give back, or even a newer face wanting to contribute....please shoot me an email at dmacleod@scotland.ca. I'll happily connect you with a great team that's ready to roll up its sleeves on this.

On a more personal note, my tenure as Director of Professionalism/New Education wraps up at the end of June 2026. It's been a whirlwind couple of years, full of

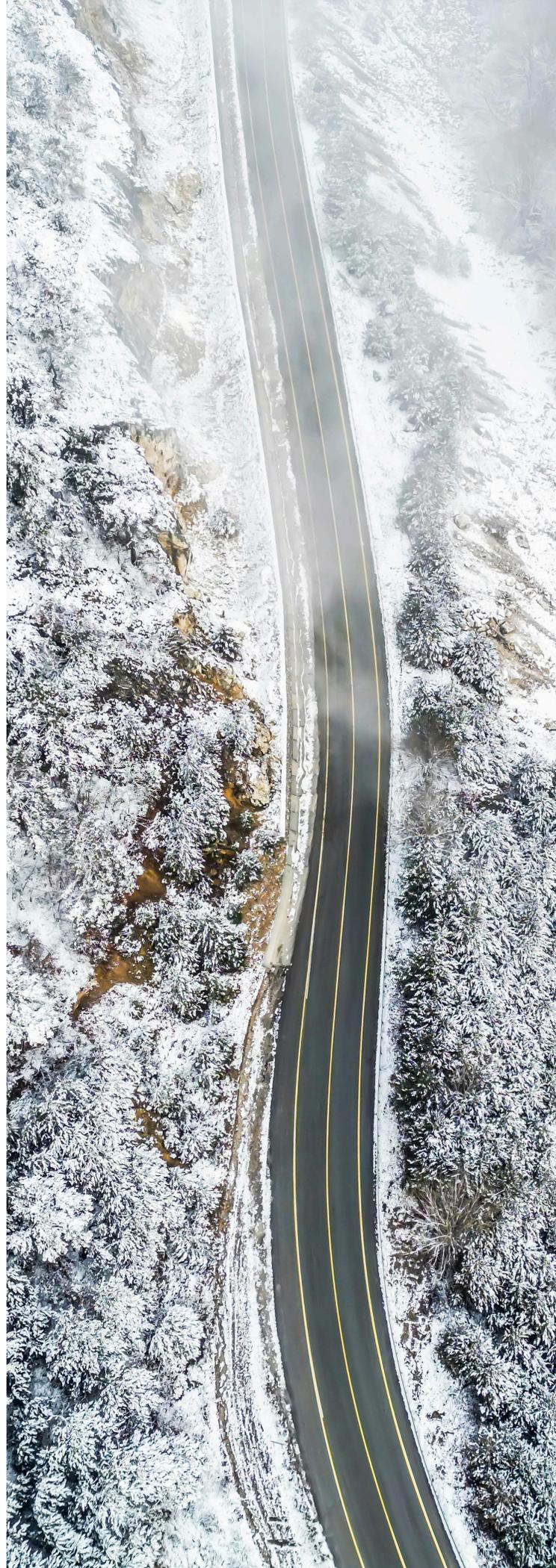
late nights, great conversations, and seeing real progress for the membership.

I want to say a heartfelt thank you to Sandra Dixon and Spryng Kubicek, and the rest of the executive, for their steady leadership and guidance—they've made the heavy lifting feel a lot lighter and kept things moving forward even when the road got bumpy. I also need to give a big shout-out to Scott Land & Lease for giving me the flexibility and support to take this on—it meant a lot to be able to carve out the time without dropping the ball at work. And to my family: thank you for putting up with the extra hours, the distracted evenings, and the endless “just one more email” moments. Your patience made this possible.

It's been an honour to serve in this capacity and to work alongside so many sharp, dedicated people in our industry. Here's to the next chapter, may it bring even more courses, more connections, and maybe fewer late-night emails.

Stay in touch, keep pushing the profession forward, and thanks for everything.

Donald MacLeod, Director of Professionalism/New Education (until June 2026)



SPOTLIGHT SERIES

David Laurie

*Land Access, Stakeholder and
Aboriginal Engagement, Regulatory
Compliance*

*Interview by Wade McLeod
Director of Communications*



Tell us about yourself, what inspired you to become a Surface Landman, and how you entered the profession?

I grew up in Hamilton, Ontario. Hamilton was an industrious, blue-collar town in my formative years. I graduated with a kinesiology degree from McMaster University. I played varsity football there as well.

Many of my family members were in the agriculture business. I picked fruit as a teenager and during many spring seasons, as I worked with my uncle producing maple syrup. I was a ranch hand for a stable of 25 quarter horses and lived in a century farmhouse. My oldest daughter was born there.

I moved with my young family to Calgary in 1992. My first job was selling Toyotas. One of my customers was

a geologist from Dorset Exploration. In conversation, he asked me if I had ever thought about being a landman, adding that he thought that I might be well-suited for the profession and that it might be more lucrative than selling cars. On his prompting, I began to look into how to become a landman.

I enrolled in the Mount Royal Petroleum Land Contract program at night school. A good friend of mine introduced me to Larry Buzan. Larry introduced me to Shawn Irwin. We met one day at Mother Tucker's on 10th Ave. By the end of our lunch, I had a new job at Petroland Services. Larry, Shawn, and I remain life friends today. I have never looked back. What a privilege to work in oil and gas!

Could you walk us through your professional journey?

During my early years at Petroland, I learned how to negotiate freehold mineral leases. I learned the craft from Darryl Erickson. We leased acreage in AB, SK, and MB. This was an invaluable experience. It taught me about contracts, lawyers, estates, and land titles. I studied John Ballem's book *The Oil and Gas Lease in Canada*. I had the absolute privilege of negotiating two freehold leases with Mr. Ballem. A true gentleman.

In the mid-nineties, I was the field agent for Grad and Walker in the Wimborne, Trochu, Elnor, and Huxley area for 3 solid years. I did almost all of their surface and freehold mineral acquisitions. In addition to G&W, I crisscrossed Alberta, acquiring well sites and pipelines for many other operators.

In the late 90's, I branched out and took a contract with Alberta Energy Company. AER was split (at the time) into AER East and AER West divisions. I worked for both divisions in the New Ventures group as the company explored new opportunities in WY, ND, and MT, USA. We were unsuccessful in ND, securing mineral and surface access from the Three Affiliated Tribes. Yet, it remains a highlight of my career. In WY, AEC joint-ventured with Marathon Petroleum near Worland, WY. I recall flying over our seismic shoot in a Citation!

I was hired by RioAlto Exploration in 2000 as a junior surface landman. RioAlto was where I honed my expertise with respect to access to Crown land – mostly in Alberta. I spent many days in Edson, Hinton, and Grande Cache negotiating with land use officers and wildlife biologists in support of the company's annual program. I learned to write Caribou Protection Plans from direct discussions with area biologists. Knowing how they interpreted the PLA went a long way when making your applications.

In 2001, Rio Alto was absorbed by CNRL. I trundled off to Talisman Energy. There I was, the surface landman for Edson, Hinton, Grande Cache, and Grande Prairie. I worked extensively with sour gas projects and issues related to the Edson Gas plant, one of Talisman's key assets. At the time, Talisman was a very forward-

thinking company. They were doing low-level consultation with Aboriginal groups – based on what was happening in BC, many years before the Alberta Crown developed their own Guidelines. At the time, the CEO of Talisman called the idea “creeping socialism”. This may have been a foreshadowing of things to come!

When 2002 came along, I accepted a contract position with Shell Canada. I was the surface landman for the Jumping Pound and Waterton asset areas. At the time, Shell surface landmen were responsible for writing the project-specific Environmental Field Report (EFR) for projects that required Crown land access, so I learned how to do this. I acquired the land for the Jumping Pound interconnect sour gas pipeline to the Jumping Pound gas plant. Part of that project encroached on a small community of acreage owners near Sibbald. We did some great work with the community to establish legal access for many who were accessing their property off of Shell infrastructure. I also enjoyed a few lunches at the Garage, playing pool – a Shell hangout.

I joined Burlington Resources in 2003. This was the place where I became a legitimate, confident, value-added surface landman. BRC was a dynamic, profitable company with great geological and human resource assets. We were good....maybe even the best in Calgary at executing our annual program. The human assets were top drawer, as was the management team. Initially, I ran the BRC CBM program. We were the first company to drill CBM wells on Indian Reserve lands in central Alberta. Soon, I was asked to take on Team Lead responsibilities for the North Region. The North team ran with 14 very strong land professionals based in Calgary, Grande Prairie, and Fort St. John. At our peak, we had 27 rigs on the North drill schedule! I worked with Lynda Neufeld and Brent Goertzen. They were truly inspiring to work with. BRC was a confident company. Maybe even a little bit of swagger in the culture. During this time, I was privileged to be a member of three CAPP committees: Resource Access, Trapper, and Aboriginal. I was also a member of the GOA Guidelines

Advisory Group. This group was a collaborative effort to create a degree of certainty around project execution when the GOA was rolling out its initial version of Aboriginal Consultation in Alberta on Crown land. The consultation work was, and remains, a delegated exercise to the proponent by the Crown. Many proponents have adopted elaborate, non-regulated benefit agreements with First Nations. This has created additional expectation management issues. ConocoPhillips bought the BRC assets in 2007. Corporately, BRC stands as the gold standard in my professional experience.

In 2010, I had a few adult beverages with one of my neighbors, the late Mel Benson. Mel plugged me into a world-class LNG project in Papua New Guinea. I was honored to join the Stakeholder Engagement Land and Community Affairs (SELCA) Task Force with Exxon Mobil (Esso Highlands) in PNG. This project was eye-opening, and absolutely incredible. The core consultants on the Exxon project execution team were highly skilled, seasoned international professionals. The key takeaway for me was learning how well the Exxon PNG LNG team managed local expectations, mostly within the PIA in a third world country. I wrote the LANCO Execution Plan. It was brilliant business. PNG is a high-risk environment. The orientation program included understanding how tribal the country still is, how diverse the languages are, what to do if you were kidnapped, and what to do if you contracted malaria. I had a call sign that I gave to the driver as I was transported around Port Moresby in a security vehicle. Daily Malarone consumption was the only asterisk here. It was an extraordinary experience.

On my return to Calgary, I took a new contract with TriAxon. They were eager to unlock Viking oil in the Crossfield/Madden and Harmattan fields. They had a great team, but the results were elusive.

Shortly after, I signed a contract with Cenovus. I worked with the Surface Asset Management team initially before working for David Goldie's team in Pelican Lake. This asset was sold to CNRL. I also worked in the Christina Lake asset team. Cenovus is a great company.

In 2014, I took a contract with Lone Pine Resources. Lone Pine had great assets, but was burdened with debt when Forrest Oil created Lone Pine. Lone Pine saw their stock price fall, get delisted from the NYSE and TSE, and languish as a penny stock. Lone Pine went through CCAA, and I was kept under contract during the process. This was a unique experience as a surface professional. We built a work plan based on auditing our own surface files. There is money to be made or recovered in retracing your tracks. Cancelling dispositions, collecting pre-paid timber damages, and road use fees recovered almost \$1MM. We reviewed our company's liability and improved the corporate liability rating by nearly \$2MM. We began the process of closing the Wolverine asset, which truly was a boat-anchor for the company. Lone Pine also had assets in NWT and QC.

In 2017, I signed a contract to work on the Enbridge L3R pipeline project. Enbridge is, in my view, the most respectful company I have ever worked for from a landowner and stakeholder perspective. I was on the ground, on the right of way, mostly in Saskatchewan, during the construction phase and continued through the warranty period. I put 3000km on my side-by-side during the warranty period alone. Being on the ground for a big pipe project gave me some excellent construction experience. We worked right through the craziness of COVID. I learned a lot about managing a large project by working under Al Sawatzky. Al is legendary. He was the construction manager for L3R. Al got the most out of people in a firm yet personable way.

On completion of the L3R project, I was hired as the surface land manager by a large Polish company that has Alberta assets and production. At the time, Craig Thomas was the VP of Land who hired me. Craig made working there meaningful. You want to work for people like Craig. The highlight here was working with Brianna Woznesensky. Truly a dynamic professional.

Currently, I am doing some consulting work and am open to a new opportunity.

I became a member of CAPL in 1995. I have volunteered with the Public Relations Committee, was a photographer for the Negotiator, and worked on the Curling Committee for many years. Currently, I am a member of the SLAC Committee (formerly FAM).

Looking back, have there been any mentors or role models throughout your career that you'd like to recognize and why?

In my career to date, I would specifically note the following people

- Larry Buzan – supportive, optimistic, generous, celebrated success – in a genuine way
- Morgan Yates – high in EI, highly intelligent, great listener, instilled confidence, showed me how to navigate big company dynamics
- Diana Pane – brilliant regulatory mind, she made you believe you could navigate just about anything if you had done enough of the right things. I learned regulatory savvy from Diana
- Michael Crape – brilliant mind, gifted professional, perpetual value-added, problem-solving, let's do it better approach to survey and surface land. Innovative and creative thinker. Raised the bar.
- Craig Thomas – great management skills, mentor, teacher, good listener, optimistic, had my back

What do you find most rewarding about being a Surface Landman?

The role requires a kaizen-like approach, continuous improvement, always learning, always evolving, and finding ways to add value to the bottom line. It is taking hard skills, interpreting them, and selling them. Negotiating in surface land requires that you learn the business and learn the regulations. This instills confidence in your asset team – a good goal. Negotiating in surface land never ends. We negotiate with regulators, stakeholders, First Nations, FMAs, asset managers, landowners, third parties, etc. - often under tight timelines. I have often been heard saying

“undersell and overperform...” – though not my idea originally. The challenge of good performance is a motivating factor. If you can figure out how to do it better than other companies do, it is very rewarding. Externally, it is rewarding to win over your landowners and stakeholders. If you are blessed to have a good land team, collective success is highly rewarding.

How have you seen the role of Surface Landmen evolve over the past few years?

There are changes both for internal (tower) landmen and field landmen. Internally, annual programs are smaller, but the stakes are higher. Running on cash flow is different than being flush with private investment dollars. Expense accounts are scrutinized or nonexistent; corporate support for professional associations like CALEP has waned (unfortunately). Courses and educational opportunities are limited. However, work tools at your fingertips are far superior now. For me, the biggest adjustment is the advent of OneStop and the extraordinary leap in First Nation expectation management – now often carved off to “specialized” business development people within the company. If you like face time with the regulator, if you like getting in front of decision makers, the regulator is now discouraging these practices, though not entirely. On the flip side, OneStop is a powerful system – once you learn its capabilities. I think most companies have less of an appetite for hearings and non-routine applications, at least for now. British Columbia processes have lost all appearance of reasonableness, which has created a land access minefield. This is a big change in the level of certainty provided by the BC government. I do have some concerns with the direction that BC is headed. If you play in BC, bring (more) cash. In the field, land values have exploded along with crop prices. Landowners are very savvy. Padsite drilling is the norm, which diminishes the amount of land work significantly. Hire experienced field people. Always have time to mentor the new people.

What's one project or outcome you're most proud of and why?

I have had a few, but I think the one that sticks out in my mind was a process I developed with Crape Geomatics in 2008. At the time, I was working at Burlington/Conoco. The project execution team was pushing for a corporate target of 25 to 30% drillable inventory on the drill schedule. I was the company lead for First Nation consultations. The SRD rule was (at the time) that a surveyed and acquired MSL LOC or PLA – approved prior to the introduction of the Guidelines did not require any consultation, provided there was no change to the survey. I met with Crape Geomatics. I asked them if they could create a map of acquired Crown dispositions that were never drilled. A few days later, we met. They discovered that they could overlap the SRD and ERCB data. The lights came on. Where there was no active well license, we discovered that there were many approved locations that were under disposition but never drilled or built. This discovery was then reviewed with the mineral group. Do we still have mineral tenure under the acquired but never-drilled locations? A current mineral overlay was sent to Crape to create a new map. We colored all of the acquired but no license locations with active minerals a bright red, and the existing producing wells yellow. The revised map lit up like a Christmas tree. This work created approximately 55 instant drillable, approved MSLs, LOCs and PLAs. A huge success. A huge cost savings. Just a survey refresh and D-56 required. The locations that no longer had valid mineral tenure were then cancelled. About a year later, I worked with Altus Geomatics to market this idea to all oil and gas companies in Calgary. This product was primarily targeting a cancellation initiative based on the proven idea of overlapping the SRD and ERCB data. We then produced a spreadsheet that showed the number of unbuilt locations, the land location, disposition number, and satellite imagery and a calculation of potential savings that would be realised following a rigorous cancellation project on a per company basis. This was good work.

What are some of the key challenges you faced during your career, and how did you overcome them?

I think some of the biggest challenges are internal. Who you work with, can you trust their input, what to do when you disagree with one of your team mates, or worse, your manager? We want to be right, but we aren't putting an engineering stamp on the softer skill decisions. I have said the wrong thing to the wrong person at the wrong time. This never goes over well, even if you are right. This is a lack of business maturity. You still see this when a field guy takes an in-house job or when a new hire comes from a competitor company to be a part of your asset team. They may have been the SME where they came from, but they haven't earned the team's trust yet. There is a skill to disagreeing respectfully. Most people never learn this, even in their personal lives. Learn to start sentences with "I would recommend..." or "I see two options..." or the tried and true "can we take this offline...?" It really is critical to your credibility in your team and to your career advancement. If you get overconfident, you will make mistakes too. I have done this. I ended up with egg on my face in one instance. You have to learn to trust the team direction sometimes! Influence is earned. You can get coaching for this.

What do you think are the key skills necessary for success in land in today's world?

You have to have good generalist-type computer skills, not to hide behind, but understand it is a work tool. AER field audits are more frequent. You need to know that you can't trespass on Crown land or pay GRL holders for things they don't have rights to – especially without a disposition. Wildlife sweeps are a must. Good documentation is still important. Surface landmen are better if they are personable. You have to like people and find humor in the difficult deals. Don't take the difficulty too personally. I was drawn to the tough files and wasn't afraid to file non-routine. This is the place you learn how things work. If you never get to negotiate with a regulator, throw a map on the table and beat up an idea, can you articulate the application process or obstacles to your asset team? In my experience, knowing how to sell ideas

is critical to a landman's success. We really are just selling ideas, then putting them into a regulated application. Some of my buddies have taken Dale Carnegie or Toastmasters courses to help with public speaking or putting across an idea. This is a good idea. Bottom line: Be a value-added team member. I would challenge all surface professionals to, at a minimum, save the equivalent of their salary every year for the company. Figure out how to do it. It really isn't that hard to do. Put it on your performance review, too. Know the Acts and legislation that govern what you do. Be a student of your profession. Take advantage of courses that offer cross-over skills like selling and negotiating. Don't embarrass your boss at industry functions. Keep abreast of land-related legal decisions. Hire the best people you can find. They will make you look good. Volunteer for your professional association. You will look interested and serious about your career.

What trends or challenges do you foresee working in Land for the future?

The profession will always be based on relationships. Only hire service providers that make you look good. Communicate your expectations clearly. Olds College has been limping along with its agents program. In-house people should know more than their service providers so they can give proper direction and proper scrutiny to invoices. Professional, relevant courses should become mandatory in performance reviews. Surface people need to know about the forestry business as well as the agricultural business. Surface people need to learn about soils and soil preservation. The Water Act must be learned and understood. These are good ideas, especially with the shaky state of the Olds college land program and the wave of attrition that will affect our profession in the next 10 years. I am unsure how the wave of AI will affect the surface land profession. But surface professionals need to be aware that there will likely be some direct impacts. It looks like Data Centers and nuclear power development could provide new opportunities for surface land professionals. The evolving indigenous file should provide good opportunity for surface landmen to expand their areas of expertise as well.

What advice would you give to someone wanting to get into Land?

I have been absolutely thrilled to bring new landmen into the profession and watch them succeed. It is still true that "it all starts with land".

There are some legendary characters in the surface land profession. I think what makes them great is that they are (usually) interesting, proud Albertans, and love what they do. So, practically speaking, don't get into anything if you don't love it. I had the opportunity to kibitz with Jack Brown in my early years. Jack's advice to me was, "Dave, never leave a guy's house until he runs out of cookies". Learn to like cookies. Today, anyone wanting to get into land should start by being determined, yet realistic. You won't be the decision maker for a while. Start by asking old guys about why they stuck with it. Take some introductory courses, even on your own dime, to see if it interests you. Go on a few ride-along trips with someone who is willing to help you. Make yourself presentable. Have good hygiene. Get around good people. Try to get on with a good service company and gain as much experience as you can. Learn to like bad coffee. If you are single, be willing to work out of town. If you are married, know that the profession is hard on relationships – really, just ask me. The secret to the Calgary energy industry is showing up with a strong work ethic. Calgary will reward this. This is your currency. Then, after a few years, find a way to stay hungry. Get involved. Show interest in the profession. Be willing to start out by making phone calls and getting survey permission. Remember that brown sugar is for baking. Be intentionally a person of integrity. Cultivate an attitude of gratitude, especially when you succeed. There are no entitlements.



WHAT MAKES AN “AGREEMENT” A “COMPARABLE AGREEMENT”

*Darren Clarke and Robert Telford
Telford Land & Valuation Inc.*

When acquiring Surface Rights or negotiating annual compensation reviews for a wellsite, pipeline, facility, or powerline, one of the methodologies to establish the compensation is the Pattern of Dealings (POD). The fundamental basis of a POD is that, if there are similar negotiated agreements, that have been actively negotiated at or near the effective date of the disposition in an area, the compensation reflected in those agreements should be indicative of the appropriate, all-inclusive rate of compensation that the landowners and companies have found acceptable for the rights granted and any related or associated impacts resulting from the disposition.

An agreement must meet defined criteria to be considered a “similar agreement” for evidentiary or analytical purposes. The determination is fact-specific and requires a holistic assessment of several interrelated factors. Based on guidance from Alberta Court of King's Bench & Alberta Court of Appeal decisions, the following factors are central to assessing whether an agreement is sufficiently similar to be considered a valid comparable:

Effective Date

The effective date of an agreement is a foundational

consideration. Market conditions, regulatory frameworks, and industry practices can change dramatically over time. An agreement executed earlier or later than the effective date may reflect different economic realities and, therefore, may not reliably indicate applicable market conditions at the effective date.

Rights Granted

The specific rights conveyed under an agreement are critical to determining similarity. Agreements may differ substantially in the scope, duration, exclusivity, and intensity of rights granted, even where they appear similar.

For example, agreements granting permanent surface access, exclusive use rights, or expanded operational authority are not directly comparable to agreements providing limited, temporary, or non-exclusive rights. Courts and tribunals assess whether the nature and extent of the rights granted under the comparable agreement align meaningfully with those in the subject agreement.

Type of Land Use

The intended and highest approved use of the land

under the agreement is another key factor. Different land uses carry different levels of impact and economic value. Agreements involving agricultural use, industrial development, energy infrastructure, or access corridors are not automatically interchangeable. A comparable agreement must reflect a similar approved land-use purpose to ensure that compensation levels or contractual terms are grounded in equivalent land impacts and functional use.

Type of Facilities and Equipment

Closely related to land use is the nature of the facilities and equipment contemplated by the agreement. The scale, permanence, and operational footprint of facilities—such as pipelines, wells, compressor stations, power lines, or access roads—can materially affect impacts to the subject land and compensation. The type, amount, duration, and equipment used to access a site play a large role in the determination of a similar site.

Courts and tribunals have recognized that agreements involving materially different facilities or equipment may not provide reliable guidance, even if other factors align. Similarity requires a reasonable correlation in the type and intensity of the physical infrastructure involved.

Proximity

Geographic proximity is an essential component of comparability. Proximity matters because local market conditions, land use, soil classifications, and zoning impacts can vary significantly over relatively short distances. Agreements located outside the subject area may reflect different market dynamics and, therefore, be afforded reduced evidentiary weight. A typical radius of 1-2 townships may be utilized as a starting point. This radius can be expanded if there is limited data, provided that the land characteristics remain consistent.

Acresage

The size of the land area impacted by the disposition or demised premise contemplated by an agreement also influences comparability. Larger acresages may

involve different valuation methodologies, operational efficiencies, and impacts than smaller parcels.

While exact acreage alignment is not required, courts and tribunals consider whether the scale of land affected is reasonably similar. Significant disparities in acreage may undermine the reliability of an agreement as a comparable unless contextual explanations are provided.

Nature of the Parties

The identity and characteristics of the contracting parties can also be relevant. Agreements involving institutional landowners, government entities, or sophisticated commercial operators may not be directly comparable to agreements involving typical agricultural landowners. Courts and tribunals assess whether the parties' positions and motivations are similar.

General Condition of the Industry

Finally, the broader condition of the relevant industry at the time the agreement was executed must be considered. Capital availability, regulatory pressures, timing constraints, and overall market activity can materially influence compensation levels and contractual terms. Agreements entered into during these aforementioned periods may reflect atypical conditions.

The Alberta Courts have made it clear that determining whether an agreement qualifies as a “similar agreement” is not a mechanical exercise, but a contextual analysis carried out by a qualified individual, as no single factor is determinative. Instead, the assessment requires a balanced evaluation of timing, rights, land use, physical impact, location, scale, party characteristics, and industry conditions.

An agreement that aligns closely across these primary factors is more likely to be accepted as a valid comparable and afforded meaningful evidentiary weight. Conversely, material differences in one or more areas may limit or negate its

usefulness, depending on the circumstances. Ultimately, the goal is to ensure that comparisons are grounded in genuine similarity rather than superficial resemblance.

Darren Clarke and Robert Telford
Telford Land & Valuation Inc.



TELFORD
LAND & VALUATION INC.



INDUSTRY EVENTS

2026

Oil & Gas, Energy Infrastructure & Pipelines

Canadian Gas Association – Energy Security Summit

March 10–11, 2026 — Ottawa

Energy Security Summit 2026 | Canadian Gas Association

Arctic Energy & Resource Symposium

March 25–26, 2026 — Calgary, AB Arctic Energy & Resource Symposium

Arctic Energy & Resource Symposium

Northern infrastructure, pipelines, resource development, and Indigenous issues.

Global Energy Show Canada

June 9–11, 2026 — Calgary, AB

<https://www.globalenergyshow.com>

Major North American oil, gas, LNG, and energy transition expo.

Digitalization & AI in Energy Canada Conference

April 22–23, 2026 — Calgary, AB

<https://digitalizationoilandgas-canada.energyconferencenetwork.com>

AI, digital tools, and data-driven technologies for oil & gas.

SPE Canadian Energy Technology Conference & Exhibition (2026 dates TBA)

Calgary, AB

<https://www.spe-events.org/canadianenergytechnology>

Upstream, midstream & E&P technology, operations, and innovation.

Data Driven Oil & Gas USA 2026

2026 — USA (City TBA)

<https://events.reutersevents.com/oilandgas/data-driven-usa>

Performance optimization, analytics, and digital transformation in O&G.

SPE Annual Technical Conference & Exhibition (ATCE 2026)

October 21–23, 2026 — Houston, TX

<https://www.atce.org>

One of the world's largest oil & gas technical conferences.

Offshore Technology Conference (OTC 2026)

May 2026 — Houston, TX

<https://www.otcnet.org>

Leading offshore oil & gas, LNG, subsea, and offshore engineering event.

Energy LIVE Conference & Exhibition 2026

2026 — Houston, TX

Oil, gas, utilities, and power sector leadership event.

Global Conference on Oil, Gas & Petroleum Engineering (GCOGPE 2026)

Date TBA — Vancouver, BC

<https://globalconference.ca/conference/26th-global-conference-on-oil-gas-and-petroleum-engineering>

Global petroleum engineering & resource development forum.

Renewables, Clean Energy & Transition

CanREA Spring Operations Summit 2026

<https://renewablesassociation.ca>

(Spring 2026 — TBA; wind, solar, storage operations & regulatory updates)

CanREA National Renewable Energy Conference 2026

<https://renewablesassociation.ca>

(Fall 2026 — TBA; national conference for wind, solar, and storage)

Globe Forum 2026 (GLOBEXCHANGE)

<https://www.globeseries.com>

(February 2026 — Vancouver; climate, ESG, clean tech, energy transition)

CLEANPOWER 2026 (ACP)

<https://cleanpower.org>

(May 2026 — Minneapolis; North America's largest renewables expo)

VERGE 26 Climate Tech Conference

<https://www.greenbiz.com/events/verge>

(October 2026 — San Jose; clean energy innovation, microgrids, hydrogen)

International Renewable Energy Conference (IREC 2026)

<https://www.ren21.net/irec>

(Global venue for 2026 TBA; renewable markets & policy)

Solar Canada 2026

<https://renewablesassociation.ca>

(June 2026 — Calgary/Toronto TBA; Canadian solar industry event)

Wind Energy Conference Canada 2026

<https://renewablesassociation.ca>

(2026 TBA; onshore & offshore wind development)

Hydrogen Canada Conference & Expo 2026

Electricity Transformation Canada 2026

(Fall 2026 — Montreal, grid modernization & energy storage)

Indigenous Partnerships, Consultation & Community Development

FNMPC Conference – The Next Seven Generations: Our Shared Future

April 29 – May 1, 2026 — Toronto [FNMPC - Stronger Together](#)

Indigenous Resource Opportunities Conference (IROC)

June 3–5, 2026 — Nanaimo, BC [Indigenous Resource Opportunities Conference — C3Alliance](#)

NCC Energy & Natural Resource Summit

September 17–18, 2026 — Calgary, AB [2025 NCC Energy and Natural Resource Summit - National Coalition of Chiefs](#)

Indigenous Women in Industry Summit (IWIS)

September 28–30, 2026 — Vancouver [Uniting Indigenous Women in Industry: Global Summit to Take Place in Vancouver in September 2026 - NACCA National Aboriginal Capital Corporations Association](#)

Public Policy, Governance & National Dialogue

Public Policy Forum – Canada Growth Summit

May 7, 2026 — Toronto, [Canada Growth Summit 2026 - Public Policy Forum](#)

Global Gathering: VivaTech 2026

June 17–20, 2026 — Paris [2026 Edition | Viva Technology](#)

(Tech + innovation; relevant for energy, land data, AI in resource management.)

Infrastructure, Construction, Land Use & Planning

5th Annual Modular Construction & Prefabrication Symposium

March 4–5, 2026 — Toronto [5th Annual Modular Construction & Prefabrication Symposium | 4th – 5th March 2026 | Pan Pacific Toronto, Canada | Trueventus](#)

NeoCon 2026

June 8–10, 2026 — Chicago [NeoCon](#)

(If your members deal with office space, facilities, or corporate planning.)

Canadian Trail Summit

June 16–19, 2026 — Winnipeg Canadian Trail Summit | June 16–19, Winnipeg, Manitoba
(Parks, land use, Indigenous co-stewardship, recreation.)

Municipal & County Conventions (AB, SK, BC)

Alberta

RMA – Rural Municipalities of Alberta Fall Convention & Tradeshow

November (annual) — Edmonton, AB

<https://rmaalberta.com>

Largest gathering of Alberta reeves, mayors, CAOs, and county leadership.

RMA – Spring Convention & Tradeshow

March (annual) — Edmonton, AB

<https://rmaalberta.com>

Policy, infrastructure, land-use planning, energy, and municipal governance.

AUMA / Alberta Municipalities Convention & Tradeshow

September (annual) — rotating locations

<https://www.abmunis.ca>

Cities, towns, villages — municipal leadership, land use, energy, planning.

Alberta Planning Conference (APPI)

October 2025/2026 (annual) — Alberta

<https://www.albertaplanners.com>

Land-use planning, community development, zoning, policy.

Saskatchewan

SARM – Saskatchewan Association of Rural Municipalities Annual Convention

March (annual) — Regina, SK

<https://sarm.ca>

Key event for rural development, land use, infrastructure, agriculture, and energy.

SARM Midterm Convention

November (annual) — Saskatoon/Regina

<https://sarm.ca>

Policy updates, landowner issues, rural governance.

SUMA – Saskatchewan Urban Municipalities Association Convention (now “Municipalities of Saskatchewan”)

February (annual) — Regina, SK

Covers cities, towns, and villages. Municipal governance & community development.

Saskatchewan Professional Planners Institute (SPPI) Conference

Fall (annual) — Saskatchewan

<https://sppi.ca>

Land planning, zoning, municipal land use, and environmental review.

British Columbia

UBCM – Union of BC Municipalities Convention

September (annual) — Vancouver / Victoria / rotating BC

<https://www.ubcm.ca>

BC's largest municipal policy event. Heavy focus on land use, Crown/First Nation relations, and development approvals.

LGMA – Local Government Management Association of BC Annual Conference

June (annual) — BC (rotating locations)

<https://www.lgma.ca>

Professional development for municipal CAOs, planners, and governance staff.

Agriculture & Farm Shows (Saskatchewan & Alberta)

Alberta

Alberta Beef Industry Conference

March 4-5, 2026, Calgary

<https://www.abic.ca> Beef producers, land use, grazing, ag policy, and sustainability.

AgSmart – Olds College

July/August (annual TBD) — Olds, AB

<https://agsmartolds.ca>

Digital agriculture, drones, precision ag, soil & crop technology.

Agri-Trade

November 11 -13th, 2026 – Red Deer, AB

[Home - Agri-Trade](#)

Saskatchewan

Ag in Motion Outdoor Farm Expo

July 21-23, 2026 — Saskatoon, SK

<https://www.aginmotion.ca>

Outdoor demos, equipment, innovation, test plots — “Prairie farm show in a field.”

Canadian Western Agribition (CWA)

November 23 -29, 2026 — Regina, SK

<https://www.agribition.com>

The largest livestock show in Canada; ag business, trade, and rural events.

CALL FOR NOMINATIONS

MERIT AWARDS 2026



April 23, 2026 | Calgary Petroleum Club - Devonian Room | 16:30 - 21:00

CALEP Merit Awards: We're excited to once again host our annual CALEP Merit Awards — a time to recognize the individuals and companies within our community who have made a meaningful contribution to the lifeblood of CALEP. The Merit Awards are presented to both individuals and corporations, and nominations are now open.

The Merit Awards Committee invites all CALEP members to consider their peers, colleagues, and coworkers who have dedicated their time and energy to supporting CALEP committees, initiatives, and causes and to take action by nominating those deserving of recognition.

For more details on sending nominations, please visit the CALEP website, and keep an eye on your inbox for upcoming updates. Help us celebrate excellence within the CALEP community!

Nominations Due March 10, 2026

The Canadian Association of Land and Energy Professionals (CALEP) Annual General Meeting (AGM) will be held at the Calgary Petroleum Club on April 23, 2026, at 4:30 p.m.

Purpose of the AGM Meeting:

- To receive and consider the financial statements and reports of the auditors for the year ending 2025.
- To appoint auditors for 2026
- To announce election results
- To receive an update on the general business of CALEP from the President, Sandra Dixon
- Recognition of outgoing and incoming Board Members

REWIND AND RELIVE

Our **Poker Night** on January 22 was a huge success! From great conversations and friendly competition to meaningful connections in a relaxed setting, the Devonian Room at the Calgary Petroleum Club was buzzing all evening.

A big thank you to everyone who joined us and helped make it such a memorable networking night. Here's to strong cards, stronger connections, and many more CALEP events ahead!



ON THE HORIZON

UPCOMING EVENTS : SAVE THE DATES!

Please visit CALEP's Event Page for the Registration Links and watch your inbox for updates



CRIB TOURNAMENT



*March 5 , Thursday
04:30 PM - 10:30 PM*



Calgary Petroleum Club



CALEP CURLING



*March 26 , Thursday
12:30 PM - 08:30 PM*



Calgary Curling Club



CALEP HOCKEY TOURNAMENT



April 16, Thursday
09:00 AM - 05:00 PM



Flames Community Arenas

SURFACE LAND ADVISORY COMMITTEE (SLAC) MEETINGS



CALEP Office



Feb 26, Thursday
12:00 PM - 01:00 PM



Mar 19, Thursday
12:00 PM - 01:00 PM



Apr 16, Thursday
12:00 PM - 01:00 PM



GET SMART

For registraion, please visit www.calep.ca

COURSE

DATE

TIME

LOCATION

**Leadership Fundamentals &
Practicalities in a Changing
World**

**Feb 23, 2026
(Thursday)**

**9:00am -
4:00pm**

CALEP Office

Negotiation Excellence - ½ day
in person

May 21, 2026
(Thursday)

8:30 am -
12:30 pm

CALEP Office

Save \$50 when you register at least 3 weeks in advance! Prices will increase 3 weeks prior to the course.

For more information, or to register, please see the CALEP course schedule in its entirety here.

Strengthening Surface Land Leadership: The Role of SLAC in a Changing Industry

The **Surface Land Advisory Committee (SLAC)** plays a vital role within CALEP by representing and advancing the interests of members engaged in surface land work. From land access and stakeholder relations to regulatory processes, emerging land uses, and the evolving demands of the energy sector, SLAC ensures that surface land professionals remain informed, connected, and supported.

Navigating Growing Complexity in Surface Land Work

Land management considerations are becoming increasingly complex. Competing land uses, new development pressures, technological innovation, and rising public expectations are reshaping the landscape in which surface land professionals operate. In this dynamic environment, adaptability and continuous learning are no longer optional—they are essential.

SLAC exists to help members navigate this complexity.

SLAC's Commitment to Members

SLAC's mandate is grounded in delivering tangible value to CALEP members. The committee works to:

- Ensure surface land perspectives are recognised, understood, and valued across the energy industry
- Provide relevant guidance and explore emerging technologies shaping the land profession
- Create meaningful opportunities for knowledge sharing and professional dialogue
- Support members as their responsibilities expand beyond traditional energy developments
- Assist CALEP members in maintaining the required hours for Land Agent Licensing

Our mission extends beyond information sharing. We are committed to delivering measurable value that strengthens your professional practice and enhances your CALEP membership.

Your Voice Matters

SLAC is strongest when it is shaped by its members.

If you are currently part of SLAC—or interested in becoming more involved—we want to hear from you. Your insights help ensure we are addressing real challenges and delivering meaningful support.

We invite you to share:

- Skills or knowledge gaps you are experiencing
- Topics you would like to explore more deeply
- Challenges specific to your sector or region
- Emerging surface-related opportunities you are observing in the industry

Your feedback will directly shape SLAC's priorities, programming, and initiatives moving forward.

Looking Ahead: Future Topics & Speakers

As we plan future meetings, panels, and learning sessions, we welcome your ideas for topics and speakers.

Areas of interest include:

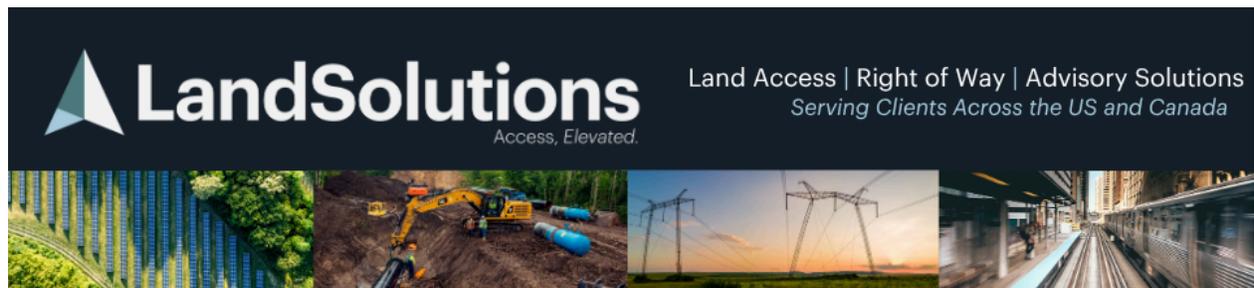
- Data centre development and associated surface land considerations
- Geothermal projects and alternative energy uses
- Carbon capture, hydrogen, and other surface-intensive industries
- Municipal, landowner, Indigenous, or regulator perspectives
- Best practices in stakeholder engagement and surface access negotiation

If there is a speaker, organization, project type, or industry trend you believe would benefit CALEP members, we encourage you to share your suggestions.

Help Shape the Conversation

SLAC is here for you—and we believe the strongest outcomes come from member-driven collaboration. Please send your feedback, ideas, or questions to: SLAC@CALEP.ca

Together, we can continue strengthening surface land knowledge, professional connections, and leadership within CALEP.



Predictable Project Execution.

From land and property rights to specialized project resourcing, LandSolutions delivers smart, scalable solutions.



Connect With Our Experts

Our Service Offerings

- Land & Property Acquisition and Project Management
- Landowner Engagement
- Stakeholder & Indigenous Engagement
- GIS, Data & Digital Records Services
- Right of Way & Site Acquisition
- Permitting & Regulatory Support
- Construction Field & Liaison Support
- Operations & Maintenance Support
- Title Services
- Urban Planning Support
- Specialized Industry Talent Sourcing

Toll Free: 1-866-834-0008

Landsolutions.com

CALEP Scholarship

We are excited to announce a scholarship opportunity for deserving students! If you have students working within your organization looking to pursue a career in land, please pass this opportunity along.

This scholarship aims to assist students with the financial burden of tuition fees and other academic expenses. It is open to all students who meet the eligibility requirements, either attending SAIT for the EAM program or students in other programs who have been working in a land-related role.

To apply for this scholarship, all you need to do is fill out our application form before **March 4, 2026**.

Scholarship Committee

- Jocelyn Smid – Chair
- Lindsay McGill – Past Chair
- Matt Geib – Finance Chair
- Tom Deck
- Jeff McManus
- Mason Stewart



CALEP Membership Renewal Reminder

A new year of learning, connection, and professional growth is just around the corner. Don't forget to renew your CALEP membership!

Renewing ensures uninterrupted access to:

- Industry-leading events and education
- Member-only resources and the Negotiator magazine
- Networking opportunities across the land & energy community
- Exclusive discounts, updates, and member benefits

If your membership is up for renewal, please take a moment to log in to your CALEP Member Portal and complete the process.

Have questions or need assistance? We're here to help! Contact us anytime at reception@calep.ca

Stay connected. Stay informed. Stay empowered with CALEP!



Membership Portal Update

Now LIVE on GlueUp

We've upgraded to a new platform, GlueUp, to provide a smoother, smarter, and more connected membership experience.

You should have received an email from GlueUp with a link to your Membership Portal, where you can activate your account and update your member profile. Once your setup is complete, you'll have access to all your membership records in one place.

Didn't receive the email?

Please email Spryng at reception@calep.ca, and she will resend the invite to you.

Quick Tips for Navigating the New Site

Logging In - Your Login is your Email address and password you set up above- *IT IS NOT YOUR OLD USERNAME!*

You can log in from:

- The top-right corner of the website, or
- The Member Roster box located midway down the homepage

Member Roster

Once logged in, click the Roster button to view the member directory.

Business Forms

Business forms are located under Business Development and are visible only when you are logged in.

Password Reset

If you're having trouble logging in:

- Sign in using your email address
- If needed, request a password reset using the password reset link
- Enter your email address to receive a reset link by email

CALL FOR NOMINATIONS

2026-2028 CALEP Board of Directors

Every year is an election year for CALEP, and it is no secret that our association relies on its dynamic volunteers to continue creating top value for its members and enhancing its important role within the industry and the community. If you are interested in being involved at the highest level, making a difference, giving back, gaining contacts, and sharing your creative ideas, you should seriously consider getting your name on the ballot.

Experience on the CALEP Board will provide you with endless opportunities to help shape the future of our association – whether your passion is to ensure we have a financially viable association (we do!), help deliver cutting-edge education and professional development opportunities, or imagine and deliver spectacular networking events and strengthen our community, regulatory, and Indigenous consultation work. Land access for energy projects is increasingly complex, and we must rise to this challenge as an association.

If you've been thinking about the next year being the year you give back to the CALEP in a big way, or you are ready to nominate that person who has every outspoken idea to make the CALEP its best, reach out to any of this year's Nominating Committee, comprised of:

Janice Redmond, Chair

Alexis Watson, Nominating Committee Member

Timing & Logistics:

- The deadline for the candidacy application will be **Friday, March 6, 2026**
- The CALEP Election will be held on **Thursday, April 23, 2026**.
- Voting will be done electronically, with an emailed link provided to members through Election Buddy by April 15th
- If you do not receive the voting link, please contact Spryng Kubicek at reception@calep.ca

Current Board of Directors



Sandra Dixon | President



James Thurston | Vice President



Geoff Thiessen | Finance



Ryan Gugyelka | Membership



Wade McLeod | Communications



Lorinda Turner | Events



Donald MacLeod | Professionalism/
Education



Kevin Martin | Surface Land
Advisory Committee



Jason Blazevic | External Relations



Janice Redmond | Past President

ROSTER UPDATES

ON THE MOVE

- **Deric Orton:** Armada-Nowlit Energy Ltd. to 5 OH Enterprises Ltd.
- **Jesse Griffith:** Global Helium Corp. to Durham Creek Energy Ltd.
- **Sean La Croix:** Independent to 2165901 Alberta Ltd.
- **Laura Reimer:** Independent to Caltex Trilogly Inc.
- **Cindy Sutherland:** Texcal Energy Canada Inc. to Veracity Energy Services

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IN MEMORIAM

John Osborne Davis

April 4, 1940 — January 17, 2026

John Osborne Davis died peacefully in his sleep on January 17, 2026, with his wife of 60 years by his side.

Born in Prince Albert, Saskatchewan, on April 4, 1940, to parents Clifford “Hully” Sifton Davis and Margaret Janet Davis (née Saunders), John was predeceased by his brother Hugh and survived by siblings Patrick and Janet.

He leaves behind his loving bride, Pauline Marie Davis (née Arch), children Lara, Richard, and Oona, as well as his grandson Arlo, many beloved family members, and countless friends. He also leaves behind his sweet cat, Mikey.

John had a great sense of humour and a thirst for adventure. He was a scratch golfer, pool shark, dirt biker, snowmobiler, and canoeist. He loved to play cards, read National Geographic, and watch hockey. He reveled in history and geography and made connections with people everywhere he went.

He often reminisced of his days as a youth at Lake Waskesiu, and as a young man dreamed of a life spent travelling the world. Following his sense of adventure, in 1963 he joined the Swedish Merchant Marines and spent the years travelling to, among other places, the Middle East, Asia, and Europe. While on a one-week stop in France, he fell in love with a beautiful French girl and refused to leave until she agreed to marry him. It took a year.

John returned to Canada to study law but pivoted into oil and gas and, with his unique skills, became a pioneer in this field. John operated his businesses—Western Land Services, Western Oilfield Environmental Services, and Mineral Consulting Services—in Calgary, where he had a profound influence on many.

John was a protector and a great provider. He taught his children to be



kind, generous, and non-judgmental. He instilled in them his sense of adventure, his love of the outdoors, and his—not always appropriate—sense of humour.

He had promised Pauline they would one day return to her homeland. In 2001, they retired to Canmore and simultaneously built their dream home in Ornans, France, where they went on to host many friends and family and continued to create beautiful memories together.

Twenty years ago, John suffered from a series of debilitating strokes. He had to learn to talk and walk again and, for a couple of years afterward, was able to golf with one arm.

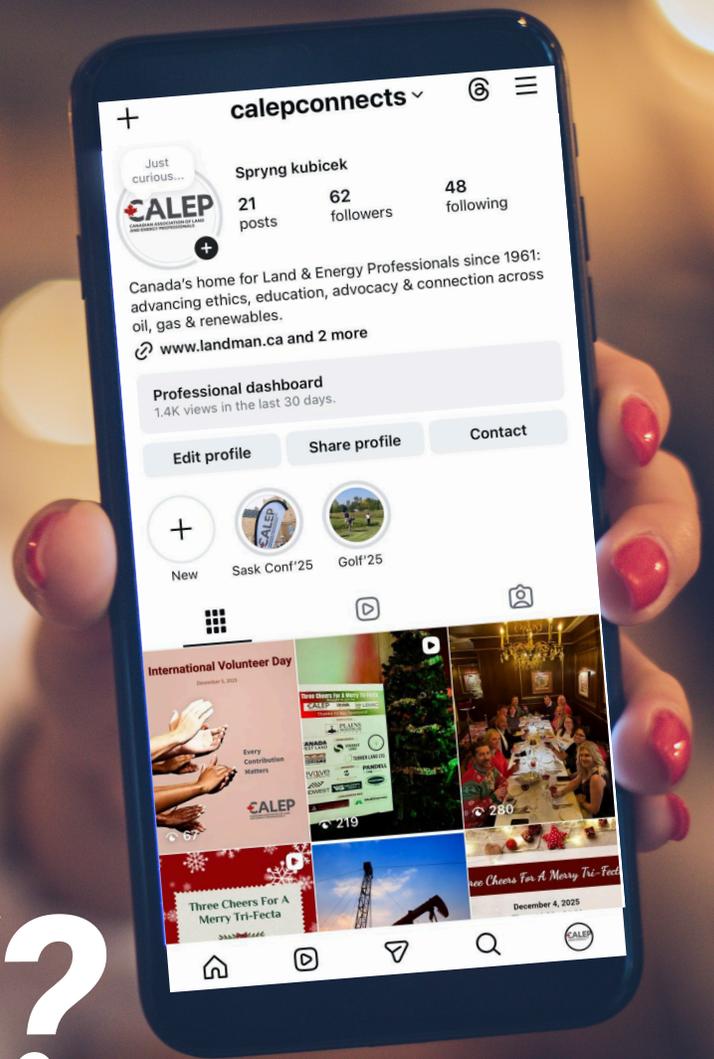
For those who knew John, you knew that he was tough as nails. He was loyal, and he loved his friends and family dearly. A man of his word, a fighter, and a force of nature, he stood up for what he believed in and was never afraid to speak his mind. He was a self-described “uncontradicted authority in all matters,” as hilariously noted in his 1959 Campion College yearbook.

John took up the room with his stories and laughter (and size). He never complained about his failing health and remained stoic and caring until the end.

We invite you to join us for his celebration of life on March 8, between 1 pm and 4 pm, at the Canmore Golf and Curling Club. In lieu of flowers, please bring pictures or stories.



DID YOU KNOW?



We are now on Instagram!

Follow us for the latest updates, current and upcoming events, course opportunities, and more!



@calepconnects

FOLLOW US!