Performance Scorecard

The Company's key financial performance metrics were chosen as outperformance on these capital efficiency focused metrics are highly correlated to long-term total shareholder returns. The bonus targets, performance and results along with the resulting payouts below were related to performance during the year ended 31 December 2013 and paid during 2014. The discretionary payout earned was determined based on the level of achievement of multiple company goals, including, but not limited to, strategic objectives over reserve, acreage and asset growth, cost control, balance sheet liquidity and treasury management, financial reporting, acquisitions and divestitures, and process improvement.

Financial Performance Metric					Year Ended 31 December 2013		
			A	B	C	D	E = C x D
	Rationale		Performance Target	Actual Performance	Target Weighting	Payout Earned	Weighted Score
Production / 1,000 weighted average debt adjusted share	Increased production per debt adjusted share promotes capital efficient growth of profitability and cashflow		3.16	2.60	15.0%	0.0%	0.0%
Return on capital employed (ROCE)	Maximizing return on capital employed creates a culture of return oriented, full-cycle investment decisions		5.5%	6.3%	20.0%	128.0%	25.6%
Net asset value / debt adjusted share	Increases in net asset value per debt adjusted share increase the long-term value of each shareholders investment		74.6%	82.4%	20.0%	120.9%	24.2%
Cash margin	Efficient operations drive cash flow for reinvestment and long term sustainability		63.8%	65.9%	15.0%	106.3%	15.9%
Discretionary					30.0%	70.0%	21.0%
Total Weighted Achievements					100%		86.7%

Resulting Payouts for the year ended 31 December 2013:

Name	2013 Salary	STI Target (% of Salary)	Achievement of Financial Goals (Company Performance Score)	Total STI Payout ($) (1)
E. McCrady	$275,000	100.0%	86.7%	$240,000
C. Anderson	$225,000	75.0%	86.7%	$147,000
G. Ford	$230,000	75.0%	86.7%	$150,000

(1)   STI payout was calculated at actual performance score and then rounded to next thousand; reflects actual amounts paid.