



NEW EMPLOYEE INFORMATION FORM

PART 1 – To be completed by Obsidian Energy Human Resources only

| | | | | | |
|------------|---------|----------------|------------|-----------------|-----------------|
| Employee # | | Salary | | Start Date | |
| Position | | | Supervisor | | |
| Location | | Department | | Cost Centre | |
| Provincial | Federal | Additional Tax | Camp | Northern Travel | Vehicle/Parking |

PART 2 – Personal Information

| | | | | |
|-----------------------|--------------------------------------|-----|-----------------------------------|----------------------|
| Complete this section | Name (Last, First) | | Preferred Name | |
| | Address, City, Province, Postal Code | | Primary Phone Number | |
| | Date of Birth (MM/DD/YYYY) | SIN | Home Email | |
| Emergency Contact | Emergency Contact Name (Last, First) | | Relationship to Emergency Contact | Contact Phone Number |

PART 3 – Retirement / Savings Plan Contribution

| | | | | | | | | | | | | | | | | | | | | | |
|--|--|---|--|---------|---|--------------|---------|---|----------------|---------|---|---|--|----------|---------|---|--------------|---------|---|----------------|---------|
| Complete this section if you wish to contribute a portion of your current salary each pay period to the Retirement / Savings plan | <input type="checkbox"/> - I do not wish to contribute to the Employee Retirement/Savings Plan at this time. | | | | | | | | | | | | | | | | | | | | |
| | <input type="checkbox"/> - I would like to contribute as follows (complete the section below): | | | | | | | | | | | | | | | | | | | | |
| | <ul style="list-style-type: none">Employee can contribute to both the Equity and Cash Components, however the total contribution amount for both plans cannot exceed 10%. (Please see part 5 below for more details)Obsidian Energy's contributions will follow proportionately into the same accounts as you specify below.Changes to contribution levels and account types can be made up to 4 times per calendar year. | | | | | | | | | | | | | | | | | | | | |
| | Equity Component (used to purchase Obsidian Energy shares) | | Cash Component (to remain as cash) | | | | | | | | | | | | | | | | | | |
| | <table><tr><td>Non-RRSP</td><td>_____ %</td><td>A</td></tr><tr><td>* Group RRSP</td><td>_____ %</td><td>B</td></tr><tr><td>* Spousal RRSP</td><td>_____ %</td><td>C</td></tr></table> | | Non-RRSP | _____ % | A | * Group RRSP | _____ % | B | * Spousal RRSP | _____ % | C | <table><tr><td>Non-RRSP</td><td>_____ %</td><td>D</td></tr><tr><td>* Group RRSP</td><td>_____ %</td><td>E</td></tr><tr><td>* Spousal RRSP</td><td>_____ %</td><td>F</td></tr></table> | | Non-RRSP | _____ % | D | * Group RRSP | _____ % | E | * Spousal RRSP | _____ % |
| Non-RRSP | _____ % | A | | | | | | | | | | | | | | | | | | | |
| * Group RRSP | _____ % | B | | | | | | | | | | | | | | | | | | | |
| * Spousal RRSP | _____ % | C | | | | | | | | | | | | | | | | | | | |
| Non-RRSP | _____ % | D | | | | | | | | | | | | | | | | | | | |
| * Group RRSP | _____ % | E | | | | | | | | | | | | | | | | | | | |
| * Spousal RRSP | _____ % | F | | | | | | | | | | | | | | | | | | | |
| <div>Total Contribution = _____ % (Add Lines A thru F - total cannot exceed 10%)</div> <p>*If you are directing contributions to a Group and/or Spousal RRSP, the original Group Retirement Savings Plan Application form must be completed and forwarded to Human Resources.</p> | | | | | | | | | | | | | | | | | | | | | |



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PART 4 – Banking Information

You must complete this section fully.

Branch (5 Digits)

Bank (3 Digits)

Account (Max 11 digits)

The information above can be obtained from your banking institution or from a personal cheque. If copying the information from a cheque, please copy the numbers exactly as shown; include leading zeros.

Please attach a void cheque or official bank document along with this form. This information will be used to confirm your Banking Information.

YOUR NAME _____ 20XX
555 Main St. East
Toronto, Ontario
M4B 1S4

Pay to the order of _____ \$ _____
DOLLARS

YOUR BANK
Bank Info Here _____ Authorized Signature _____

408 10202 003 0694/0236821
cheque # 5-digit branch transit # 3-digit institution ID # account #

PART 5 – Privacy Statement, Employee Retirement/Savings Plan terms and Consent

My signature below confirms that I consent to the collection, use and necessary disclosure of the personal information provided on the New Employee Information Form, and as I may provide in the future. This personal information may be used or disclosed for Human Resources, industrial relations, merger and acquisition purposes, including but not limited to: personal contact information, reference checking, emergency contact information, conflict of interest screening, performance management, payroll, taxation, Employment Insurance and Canada/Quebec Pension Plan matters, the processing of all benefits, insurance and pensions, RRSP, security clearance, employment status, and employment equity information used to manage the employment relationship. Obsidian Energy respects the privacy of our employees and the confidentiality of personal information. At no time will confidential information be knowingly shared or disseminated to unauthorized parties. It is Obsidian Energy's policy to control the collection, use and disclosure of personal information in accordance with our Privacy Policy. Certain exemptions may apply.

If electing to participate in the Employee Retirement/Savings Plan, my signature below confirms that I understand that for every \$1.00 I contribute to the accounts identified in this form, Obsidian Energy Ltd. ("Obsidian Energy") will contribute a total of \$1.00 to the same account on my behalf. I understand that Obsidian Energy contributions also count toward my RRSP limits. Furthermore, for any contributions I make to a Group RRSP under the Employee Retirement/Savings Plan (both Cash and Equity Components), I understand it is my responsibility to ensure my total RRSP contributions (including contributions made by Obsidian Energy) do not exceed my RRSP deduction limit.

I hereby acknowledge that I have read and agree to the Privacy Statement, Employee Retirement/Savings Plan terms and Consent outlined above. If elected, I authorize payroll deductions for the Employee Retirement/Savings Plan. Additionally, I authorize Obsidian Energy to deposit all wages into the account provided above and any changes to such account provided in the future. I understand and agree that should vacation taken in the year of termination exceed accrued vacation, any overpayment will be deducted at the date of termination of employment.

Employee Signature X _____

Date: _____