



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. 																												
	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <th colspan="3" style="text-align: left; padding: 2px;">Equity Component (used to purchase Obsidian Energy shares)</th> </tr> <tr> <td style="padding: 2px;">Non-RRSP</td> <td style="text-align: right; padding: 2px;">_____ %</td> <td style="text-align: right; padding: 2px;">A</td> </tr> <tr> <td style="padding: 2px;">* Group RRSP</td> <td style="text-align: right; padding: 2px;">_____ %</td> <td style="text-align: right; padding: 2px;">B</td> </tr> <tr> <td style="padding: 2px;">* Spousal RRSP</td> <td style="text-align: right; padding: 2px;">_____ %</td> <td style="text-align: right; padding: 2px;">C</td> </tr> </table>			Equity Component (used to purchase Obsidian Energy shares)			Non-RRSP	_____ %	A	* Group RRSP	_____ %	B	* Spousal RRSP	_____ %	C	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <th colspan="3" style="text-align: left; padding: 2px;">Cash Component (to remain as cash)</th> </tr> <tr> <td style="padding: 2px;">Non-RRSP</td> <td style="text-align: right; padding: 2px;">_____ %</td> <td style="text-align: right; padding: 2px;">D</td> </tr> <tr> <td style="padding: 2px;">* Group RRSP</td> <td style="text-align: right; padding: 2px;">_____ %</td> <td style="text-align: right; padding: 2px;">E</td> </tr> <tr> <td style="padding: 2px;">* Spousal RRSP</td> <td style="text-align: right; padding: 2px;">_____ %</td> <td style="text-align: right; padding: 2px;">F</td> </tr> </table>			Cash Component (to remain as cash)			Non-RRSP	_____ %	D	* Group RRSP	_____ %	E	* Spousal RRSP	_____ %
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<div style="border: 1px solid #ccc; padding: 5px; margin-top: 10px;"> Total Contribution = _____ % (Add Lines A thru F - total cannot exceed 10%) </div>																													
*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.																													



NEW EMPLOYEE INFORMATION FORM

PART 4 – Banking Information

You must complete this section fully.

Branch (5 Digits)	Bank (3 Digits)	Account (Max 11 digits)
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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.



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 Equity Component accounts identified in this form, Obsidian Energy Ltd. ("Obsidian Energy") will contribute \$1.00 to the same account on my behalf to a combined account maximum of 10% of salary, and that for every \$1.00 I contribute to the Cash Component accounts identified in this form, Obsidian Energy will contribute \$1.00 to the same account on my behalf to a combined account maximum of 7.5% of salary, and the combined maximum under both Component accounts is 10% of salary (or 7.5% if only the Cash Component). I understand that Obsidian Energy contributions also count towards my RRSP limits. Employee Retirement/Savings Plan (both Cash and Equity Components) contributions (including contributions made by Obsidian Energy) do not exceed my

I 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: _____