

Total Energy Services Inc. is committed to providing a comprehensive benefits package ("Group Benefits Plan") to all permanent part-time and permanent full-time employees. This document is to confirm Plan eligibility and when coverage terminates. This document applies to all Canadian employees of Total Energy Services Inc., its Divisions and subsidiaries (collectively "Total").

1) Eligibility

- a) You are eligible to participate in the Group Benefits Plan after 3 months of continuous employment. You are considered continuously employed only if you satisfy the actively at work requirements throughout the eligibility waiting period. You and your dependents will be covered as soon as you become eligible.
- b) Temporary, casual and part-time employees may not join this Group Benefits Plan.

2) Termination

Your Group Benefits Plan coverage terminates when your employment ends, you retire, you are no longer eligible, or the plan terminates, whichever is earliest. Specifically:

- a) When your employment ends, coverage terminates immediately.
- b) When you retire, coverage terminates 30 days after your retirement date.
- c) Seasonal employees may have their Group Benefits Plan coverage extended and/or terminated at the discretion of the Vice President, Operations of Total.

3) Disability

If you become ill and apply for Disability Benefits, Group Benefits Plan coverage will continue under the following conditions:

- a) If you are receiving Short Term Disability, your Group Benefits Plan benefits will continue
- b) If you are receiving Long Term Disability, your benefits will continue for a period of 1 year from the date you first received Long Term Disability benefits.

4) Survivor Benefits

If you die while your coverage is still in force, the health and dental benefits for your dependents will be continued for a period of 2 years or until they no longer qualify, whichever happens first.

5) Exceptions

Any variations or exceptions requiring relaxation of this Policy will require a prior written approval from the Vice President, Operations of Total.

If you have any questions regarding the information presented here, please call your HR administrator for assistance.

Signed,



B.J. Macson,
Vice President, Operations