First Quarterly L.A.N.D. Meeting & Social

L.A.N.D. will be holding its quarterly meeting on Monday, February 3, 2014, at the Kelly Inn, Bismarck, ND. The business meeting is scheduled to begin at 5:30 PM and the social at 6:00 PM.

The social is open to all L.A.N.D. members and friends, industry guests and personnel.

We would like to thank Petro-Hunt for sponsoring our LAND Social for the evening.

2014 LAND Membership Dues

It's time once again to support your professional association. Your annual dues for 2014 can now be paid.

A Renewal Form has been emailed along with this newsletter. Please fill out your renewal form completely and mail it along with your membership fee.

Membership choices are as follows:
- One (1) year x $25.00 = $25.00
- Five (5) years x $25.00 = $125.00
- Ten (10) years x $25.00 = $250.00

If you would like to pay your dues or if you have any questions regarding your dues payment, you can e-mail Tom at: tom@greatnorthernenergy.net
Greetings Land Professionals,

The holidays are over but winter is not. This is the time of the year that we anxiously wait for melting snow, longer days and lighter jackets. I suspect that many of you, having acclimated to the cold, have already opted for lighter jackets following the major deep freeze. Nonetheless, the freezing temperatures no doubt affect us personally and the industry we work for. Cold weather has a way of causing things to break which often leads to problems in the patch. I, however, maintain that every day in North Dakota is a beautiful day. I know many of you share that sentiment, as we continue to grow as a State. I encourage you to embrace the North Dakota climate, breathe in some frosty air and repeat, “every day in North Dakota is a beautiful day.”

Our upcoming meeting is Monday February 3, 2014 and will be held at the Kelly Inn. Petro-Hunt, LLC has agreed to be our sponsor and we sincerely appreciate all that they do for L.A.N.D. The meeting time is 5:30 p.m. CST.

Additionally, the North Dakota State Land Department has agreed to hold its State lease auction on Tuesday, February 4, 2014 starting at 9:00 a.m. CST in Bismarck, at the State Capitol House Chambers. The current sales list shows 27 tracts with roughly 5,183 gross and 2,552 net acres in 8 different counties. After reviewing the list of tracts, I suspect this sale will proceed rather quickly.

As I stated in my last newsletter, the majority of North Dakota’s Bakken producing counties are seeing at least the first well drilled and we are seeing more of a development stage rather than a lease play. We are also seeing and hearing more about the effects a developing oil industry has on all of those communities. I encourage all of you to take time to educate yourselves on these changes. There is never a shortage of news stories about the development and I encourage you to read them all to be educated about the industry.

Pursuant to our own By-Laws, we have a duty to “at all times to promote and, in a fair and honest manner, represent the industry to the public at large with the view of establishing and maintaining goodwill between the industry and the public.” The only true way to uphold that duty is to continue to educate yourself on your chosen industry.

Again, thank you for allowing me to serve in this position and I look forward to seeing all of you at our upcoming meeting and State Sale the following day.

Godspeed,

Jeffrey L. Skaare
AAPL held its quarterly Board of Directors’ Meeting on the 8th of December, 2013, in White Sulphur Springs, WV. This was my first “official” quarterly meeting as L.A.N.D.’s Regional Director to AAPL. I found the meeting to be most informative and was presented in the true “class act” fashion that one would expect from AAPL.

AAPL is stronger and more vibrant than ever, with a total membership of well over 18,000. Of these, nearly 18,000 are Active Members. As would be expected with such strong membership numbers, the numbers of landmen advancing their careers to certification has significantly increased over the last reporting year. Here is a quick comparison of applications applied for:

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<td>2012/2013</td>
<td>55</td>
<td>129</td>
<td>240</td>
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<td>2013/2014</td>
<td>148</td>
<td>207</td>
<td>109</td>
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Since the lion’s share of L.A.N.D. members are “Independent Landmen”, the thrust of my reports to L.A.N.D. will focus primarily on information that I find salient to independent landmen as well as to local brokers. That’s not to say my information to y’all will be entirely of that genre. I will, of course, be providing updates on all other AAPL activities that I consider meaningful and not confidential in subject.

It seems as though we may never be free of the Independent Contractor/Employee issue, and the IRS continues to bring the subject to the forefront. In March 2008, Thomas Perez, Secretary of the Maryland Department of Labor, Licensing and Regulation, testified before a Maryland legislative committee that misclassification of independent contractors is a “pervasive practice that cheats the state out of revenue, creates an un-level playing field for businesses and deprives employees of their basic rights.” Perez is now the U.S. Secretary of Labor under President Obama and intends to “crack down” on the misclassification of employees as independent contractors. John Thompson, a prominent labor attorney recently, claimed that “one of the highest priorities of the U.S. Department of Labor is to identify situations in which workers are erroneously considered not to be employees…” Although I am NOT an attorney, do not play an attorney on television, or stay at a Holiday Inn last night, and am IN NO WAY GIVING LEGAL ADVICE, here are five unsolicited suggestions that I have received through the grapevine that might be helpful:

1) HAVE A CONTRACT
   Every subcontractor doing field land work should have a written contract with his, or her, broker, regardless of the size of the job.

2) SUBCONTRACTORS SHOULD BE SINGLE-MEMBER LLC’S
   It has also been suggested that each individual should have their own Employee Identification Number (EID) to use for reporting taxes rather than using his, or her, Social Security Number

CONTINUED ON PAGE 4
AAPl Director’s Report continued from page 3

3) DO NOT PROVIDE ANY
“EMPLOYEE-TYPE” BENEFITS
Self explanatory

4) NO OFFICE SPACE PROVIDED
If you do allow independent
contractors to use your office
space on a regular basis, it
might be a good idea to charge
them monthly rent on the space
that they use and occupy

5) MEMBERSHIP LISTING IN THE
AAPl OR LOCAL
ASSOCIATION DIRECTORY
UNDER INDIVIDUAL NAME OR
LLC, AS APPLICABLE
Self explanatory

Again, the above are simply
suggestions ONLY, and are IN NO
WAY INTENDED TO BE LEGAL
ADVISE. I strongly recommend
that everyone consult their
personal attorney(s) for legal
counsel on this issue.

I spoke with several of AAL’s
Directors who are either
independent contractors or who
are brokers. Many of them
indicated to me that, while day
rates remain fairly constant in
their areas, land work has been
slow for the entire year of 2013.
All are looking forward to a more
active 2014. I guess there’s
always a bit of solace in knowing
that “misery loves company”. At
least as working landmen here in
North Dakota, we’re not the only
ones who have experienced a
somewhat dismal 2013. Here’s to
a promising 2014!

In closing, and on a more positive
note, AAPl will be holding its
Annual Meeting June 25th
through June 28th, in Montreal,
Canada. Pulitzer Prize winner
George Will has been chosen to
be the Keynote Speaker for the
Thursday morning Opening
Session. Mr. Will is a renowned
conservative and industry
advocate. I am personally
looking forward to hearing his
remarks. I have been in Montreal
on several occasions and can
testify first-hand that it is an
incredibly interesting city with a
long history. AAPl has
scheduled numerous exciting
events, both industry-related and
non-industry related. Please
contact AAPl for more details on
the Annual Meeting’s events and
registration. This will be a “must
attend” event.

I will be attending AAPl’s next
Quarterly Board of Directors’
Meeting in San Antonio, TX, on
March 22nd and 23rd, and will
provide L.A.N.D. with an update
in the first newsletter following
the Directors’ Meeting.

Happy New Year with best
wishes for a healthy and
prosperous 2014!

Rick

Continuing Education Credits

This is just a reminder for those who need Continuing Ed Credits; one continuing education
credit will be awarded to all who attend the full L.A.N.D. meeting. (Not just the social!)

A signup sheet will be available at the meeting. There is no cost for this credit, but you do have
to be in attendance for the full meeting.
The agenda for the 2014 Williston Basin Petroleum Conference has been released! The line-up is jam packed with three days of exciting and informative speakers, including talks on crude oil transportation, Bakken optimization, geology, remote capture technologies, regulatory and environmental issues, and investment. The full agenda can be found at: www.wbpcnd.org/agenda.

Wednesday will feature keynote speaker and Marathon Oil Corporation CEO and President, Lee Tillman, and we’ll wrap the conference up Thursday afternoon with an exciting session titled Bakken Strong: Leadership for Energy Security. The session will feature an incredible line-up of speakers, including Tom Petrie of Petrie Partners, and major Bakken operator CEOs Harold Hamm, Continental Resources; Jim Volker, Whiting Petroleum; and Tommy Nusz, Oasis Petroleum. You’re not going to want to miss it!

General registration for WBPC 2014 will open at 9:00 AM CST on January 29, 2014 at www.wbpcnd.com. Hotel rooms fill up quickly, so we strongly encourage you to book them now by contacting the Bismarck-Mandan CVB here.

For more information regarding the conference, please visit www.wbpcnd.com or contact us at 701.223.6380 and ndpc@ndoil.org. See you in May!
WELCOME
New 2014 LAND Members
Anderson, Mark R.
Brothers, Brett J.
Gorham, Nicole R.
Gunnufson, Megan C.
Irgens, Jon Paul E.
Johnson, Nicholas D.
Souza, Kyle J.

DONALD B. SASS MEMORIAL SCHOLARSHIP

This scholarship is open to anyone pursuing an energy-related degree at an accredited institution and who is a graduate of a North Dakota High School.

Applications for the scholarship can be found at www.ndcf.net > View the Map > Statewide Funds > Donald B. Sass Memorial Scholarship.

Application DEADLINE is April 1, 2014.

For further information, please contact Kate Moser Black at 701-255-1416 or email her at kate@inlandoil.net.

To Donate to the Sass Scholarship

If you would like to donate to the SASS Scholarship, please send your contributions to:

Tom St. Peter, L.A.N.D. Treasurer
P.O. Box 2703
Bismarck, ND 58502-2703

~ Advanced Mineral Title Examination ~
Thursday – January 23-24, 2014 ~ Marriott City Center Hotel, Denver, CO
For more information: info@rmmlf.org or Tel: (303) 321-8100
OFFICERS

PRESIDENT ........................................................................ JEFF SKAARE, RPL .................................. 701-590-3998 ............... jskaare@calibermidstream.com
VICE PRESIDENT ................................................. JUNE WEEKS, RPL ................................... 701-751-2121 ............... junew@legacyresourcesinc.com
SECRETARY ................................................................ JASON MAZIGIAN .................. 218-791-0110 .................... jason_mazigian@yahoo.com
TREASURER ................................................ TOM ST. PETER, RPL .................. 701-663-2251 .............. tom@greatnorthernenergy.net
AAPL DIRECTOR ................................................. RICK FRAZIER, CPL ............ 701-751-2121 ............... rick@legacyresourcesinc.com
DIRECTOR ................................................ JON AISENBREY, RPL .............. 406-488-7848 .................... jon@bakkenoil.com
DIRECTOR ................................................ RICK FRAZIER, CPL ............ 701-751-2121 ............... rick@legacyresourcesinc.com
DIRECTOR ................................................ JOHN HOLT, RPL .................. 701-774-1200 .................... john@jhhop.com

COMMITTEE CHAIRS

ADVERTISING .......... MATTHEW KOSTELECKY .......................... 701-690-9888 ............... mkostelecky@bjkadrmasinc.com
CERTIFICATION and
EDUCATION ........ KATE MOSER-BLACK .................................. 701-255-1418 .................... kate@inlandoil.net
& BRIAN BJELLA ........ 701-233-6586 .................... bbjella@flecklaw.com
ETHICS ................. JOHN MORRISON .................. 701-223-6588 .................... jwmorris@flecklaw.com
INDUSTRY AFFAIRS ........ RON NESS .................. 701-223-6380 .................... ronness@ndoil.org
MEMBERSHIP .............. TOM ST. PETER, RPL .................. 701-663-2251 .............. tom@greatnorthernenergy.net
MINING/GEOTHERMAL .......... JIM MELCHIOR ............ 701-222-7587 .................... jim.melchior@nacoal.com
PUBLICATIONS .............. JUNE WEEKS, RPL .................. 701-751-2121 .............. junew@legacyresourcesinc.com
PUBLIC INFORMATION and
PUBLIC LANDS ........ DREW COMBS, RPL .................. 701-328-1909 .................... drew.combs@nd.gov

CREDITS

This newsletter is the quarterly publication of the LANDMAN’S ASSOCIATION OF NORTH DAKOTA
* * * EDITOR * * *
JUNE WEEKS 701-751-2121 junew@legacyresourcesinc.com

GRAPHICS, DESIGN, LAYOUT & PUBLISHING: JUNE WEEKS