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**ND STATE  
LEASE SALE**  
*to be held on*  
**February 4, 2014**

The ND DEPARTMENT  
OF TRUST LANDS  
will hold its quarterly  
ND Oil & Gas  
Lease Auction on

**Tuesday**  
**February 4, 2014**  
**at 9:00 AM CST**  
**North Dakota State**  
**Capitol House**  
**Chambers**  
**Bismarck, ND**

For a complete list of  
nominated tracts, visit the  
Land Department's website  
at [www.land.nd.gov](http://www.land.nd.gov).

**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:

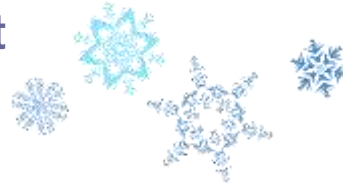
- One (1) year x \$25.00 = \$25.00
- Five (5) years x \$25.00 = \$125.00
- Ten (10) years x \$25.00 = \$250.00

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](mailto:tom@greatnorthernenergy.net)



## President's Report

*Jeff Skaare, RPL*



*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

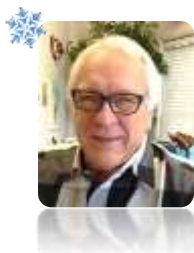
yourselves on these changes. There is never a shortage of news stories about the development and I encourage you to read them all to be educated about the industry. Pursuant to our own By-Laws, we have a duty to "at all times to promote and, in a fair and honest manner, represent the industry to the 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 Director's Report

*Rick Frazier, AAPL Director*



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 15,000 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:

	<u>CPL</u>	<u>RPL</u>	<u>RL</u>
<b>2012/2013</b>	55	129	240
<b>2013/2014</b>	148	207	109

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.





## North Dakota Petroleum Council Report

*Ron Ness, President of the North Dakota Petroleum Council*



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](http://www.wbpcnd.org/agenda).

*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](http://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](http://www.wbpcnd.com) or contact us at 701.223.6380 and [ndpc@ndoil.org](mailto:ndpc@ndoil.org). **See you in May!**



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*



### Trouble Finding Missing Mineral Owners?

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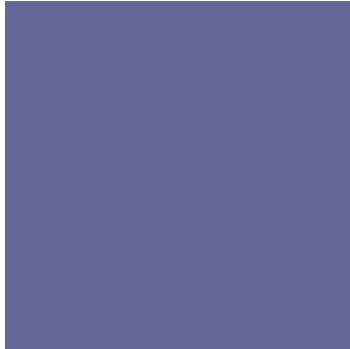
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# Calendar

- Jan 23-24    *Advanced Mineral Title Examination  
Marriott City Center Hotel  
Denver, CO*
- Feb 3        *First Quarter L.A.N.D. Meeting  
5:30 pm CST ~ Kelly Inn  
Bismarck, ND*
- Feb 4        *ND State Lease Sale  
9:00 A.M. CST – House Chambers  
North Dakota State Capitol, Bismarck, ND*
- May 20-22   *Williston Basin Petroleum Conf.  
Bismarck Civic Center  
Bismarck, ND  
For more info – [www.wbpcnd.com](http://www.wbpcnd.com)*

## 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](http://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](mailto: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](mailto:info@rmmlf.org) or Tel: (303) 321-8100

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**CREDITS**

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