

# Women's Mentorship Program

## PrairieSky Royalty Ltd.

### Our Goal

The goal of the Women's Mentorship Program is to empower, inform, and provide leadership development opportunities for women looking to begin their professional careers in Calgary.

### Program Overview

We believe one of the best ways to build sustainable female leadership is through mentorship. PrairieSky Royalty Ltd. ("PrairieSky") will support women entering the professional community in Calgary through a mentoring program that will provide networking opportunities, foster career and leadership development, and provide exposure to career opportunities in the energy industry. The PrairieSky Women's Mentorship Program will connect participants with senior leadership and the Board of Directors at PrairieSky to provide learning opportunities and foster relationships.

The Program will select up to five participants from post-secondary institutions for a nine-month period. The participants will attend organized events, meetings and informational sessions. The Program will promote networking and exposure to opportunities and aspects of a public company that participants may find helpful to identify potential career paths. In addition, participants will receive support, advice, feedback, direction and leadership to support development and extend their network. For PrairieSky, the program will provide an opportunity to motivate, empower and give back to the community by helping shape future female leaders.

The Program will include events/meetings covering the following:

- Information session on Controllershship
- Information session on the role of the Chief Financial Officer
- Information session on Investor Relations
- Attendance at PrairieSky's Annual General Meeting
- Attendance at a PrairieSky Audit Committee meeting
- Opportunities to network with PrairieSky's senior leadership and Board of Directors
- Information on the role of information technology, including blockchain, and improving efficiencies

## Expectations of PrairieSky and Participants

### PrairieSky

- Define objectives and expectations of participants.
- Understand the desired outcomes for participants and prepare for meetings accordingly.
- Challenge participants to contemplate and analyze career options.
- Act as a resource by sharing experiences and knowledge with participants.
- Offer advice to guide participants in reaching their professional and personal goals.
- Provide constructive and meaningful feedback.

### Participants

- Identify overall outcomes they hope to attain with the support of PrairieSky.
- Follow through on commitments to attend and participate in Program meetings and activities.
- Be receptive to feedback and coaching from senior leadership at PrairieSky.

## Program Timing

- **January 15 to February 15, 2019** - Applications for participants will be accepted.
- **No later than March 15, 2019** - Notifications to participants of acceptance to the PrairieSky Mentorship Program will be sent.
- **April 1, 2019** - Program start date.
- **Quarterly** - Participants meet at least once per fiscal quarter including during summer 2019.
- **December 31, 2019** - Program end date.

## Qualifications for Participants

- Be a current post-secondary student, having completed at least one year of academic program.
- Be willing to commit time and energy to the Women's Mentorship Program.
- Have a desire to learn and develop knowledge of a public company and opportunities within a public company.
- One position will be reserved for a First Nations, Métis or Inuit student.

## Other Details

- To support continuous Women's Mentorship Program improvement, participants will be asked to provide feedback periodically during the Program.
- This is not a job placement program. There should be no expectation of a job offer or recommendation.
- If a participant or PrairieSky feels, at any time and for any reason, that the mentorship relationship or Program should end, Program organizers will support this decision and work with participants on appropriate next steps.

## Application Process

- Apply to **humanresources@prairiesky.com** by submitting your resume and cover letter.
- All applicants, including those not selected to participate, will be notified by March 15, 2019.

Please visit [www.prairiesky.com](http://www.prairiesky.com) for more information on PrairieSky Royalty Ltd.