



Subsurface Consultants and Associates, LLC

Serving the Energy Industry Since 1988



SCA

SUBSURFACE CONSULTANTS

Consulting - Training - Recruitment

Excellence
That Runs
Deep.



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WE PRACTICE WHAT WE TEACH

We provide services with integrity and we honor our commitments. We trust, respect, and support each other.

SCA's consultants and instructors exemplify professionalism, and our consulting, training, and recruitment services are of the highest quality. We utilize oil and gas professionals who are experts in their fields and actively engaged in their areas of specialization.

For more information on how SCA can be of service, contact us at scacompanies.com/contact.

MESSAGE FROM THE PRESIDENT



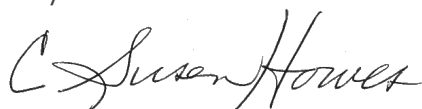
C. Susan Howes, PE, PHR

SCA was founded in 1988 with a pledge to apply sound, proven geoscience and engineering principles to the search for safe, reliable, affordable energy resources. For over 35 years, SCA has provided upstream petroleum professionals of all experience levels access to high quality continuing education and technical training. We emphasize the fundamentals that are essential to becoming a skilled geoscientist or engineer, while augmenting our subsurface training catalog with new courses related to emerging technology and the Energy Transition. SCA instructors are highly experienced with technical tools and concepts and are adept at delivering engaging learning opportunities either in person, live online, in field courses or in business simulations.

SCA employees and consultants are mission driven to be the leader in energy consulting and training services, and they exemplify SCA's values of:

- Integrity, Trust, and Ethics
- Professionalism and Quality
- Diversity and Inclusion
- Innovation and Agility
- Mutually Beneficial Relationships

SCA provides the subject matter expertise needed by our clients around the world for projects, studies, peer reviews, mergers and acquisitions, mentoring and business advisory services.



ABOUT OUR COMPANY



Instructors reviewing maps prepared by participants during the project phase of the Daniel J. Tearpock Geoscience Boot Camp.

Founded by Daniel Tearpock in 1988, *Subsurface Consultants & Associates, LLC (SCA)* provides geoscience and engineering consulting, training, and recruitment services to the energy industry. We provide the personnel to supplement our client's activities, and our consultants have conducted assignments in over 50 countries and in virtually every major producing basin around the world. Our consultants and instructors are industry-recognized experts in their fields. SCA's expertise span seven disciplines, including Geoscience, Engineering, Unconventional Reservoirs, Energy Transition, Formation Evaluation, Multi-Disciplinary & Introductory, and Field Courses.

SCA is considered an industry leader in subsurface exploration and development interpretation and mapping. We provide the personnel, technology, and proven methodologies that foster success by enabling better business decisions.

Our Business Advisory Services combines extensive hands-on experience and direct access to high-quality technical experts and training to impact company performance and bottom-line delivery



Together SCA and IHRDC offer the oil and gas industry a broad spectrum of high-quality training content and effective blended learning delivery options that can be customized to fit the needs of our clients. We have agreed to initiate cross-marketing and selling of our respective products and services and, where appropriate, deliver joint services for the benefit of our international oil and gas industry clients.

IHRDC has set a worldwide standard of excellence through their e-Learning and Knowledge Solutions, Competency Management, and Instructional Programs.

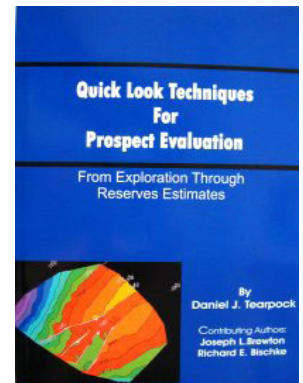
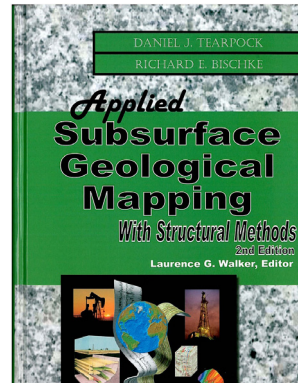


COMPANY HISTORY

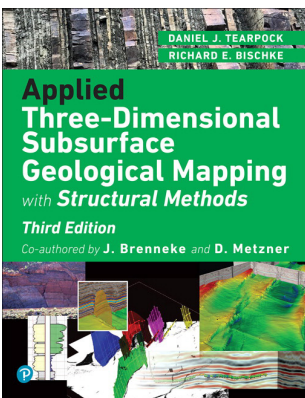
Founded by Daniel J. Tearpock in 1988

Louisiana Origins

Daniel J. Tearpock founded Subsurface Consultants & Associates, LLC (SCA) in Lafayette, Louisiana in 1988. Dan recognized the need for a comprehensive textbook on applied geoscience principles and methods to making maps of the subsurface, as well as the need for high quality, “proven oil finding” consultancy. SCA began as an alliance between Dan Tearpock and Dr. Richard Bischke to write “Applied Subsurface Geological Mapping”, a graduate-level industry textbook. In 1989, Dan, Dick, Hines Austin, and Jim Harris launched SCA’s consulting and training services. With the new textbook, the company’s consulting and training business grew rapidly and in 1994, Dan, Dick, and Joe Brewton wrote a second technical book, “Quick Look Techniques for Prospect Evaluation”.



Headquarters Move to Texas



After moving its headquarters to Houston, Texas in 1999, SCA continued to see steady growth in its training and consulting business and eventually divided its consulting operations into two divisions: Projects and Studies and Consulting. In 2008, SCA began offering Oil and Gas Investment Advisory Services, conducting technical evaluation, economic analysis, and due diligence for acquisitions and dispositions. Today, SCA has more than 50 instructors teaching over 90 different geoscience, engineering, management, field, and economic courses. Our training services are enhanced by our alliance with IHRDC, a provider of instructional programs, consulting and competency management and web-based knowledge and virtual learning systems to the oil, gas, and power industry worldwide.

SCA's flagship course on Applied Subsurface Geological Mapping includes the Applied 3D Subsurface Geological Mapping with Structural Methods 3rd Edition textbook.

OUR SERVICES

Excellence That Runs Deep



TRAINING

From its founding in 1988, SCA has provided technical training services around the world to tens of thousands of energy industry professionals of all experience levels. SCA offers courses publicly at our Houston, TX training facility and privately at client sites in both in-person and live online formats across the US and around the world.



CONSULTING

SCA is a world leader in providing geoscience and engineering consultancy. We maintain an extensive portfolio of consultants that have conducted assignments in over 50 countries in the majority of the world's major producing basins. Disciplines include geologists, geophysicists, geoscientists, petroleum engineers, petrophysicists, and technicians.



RECRUITMENT

In addition to consulting, we also place candidates into full-time positions. We conduct thorough candidate screening and technical due diligence to ensure that our candidates deliver the expertise, experience and teamwork skills needed to support your company.

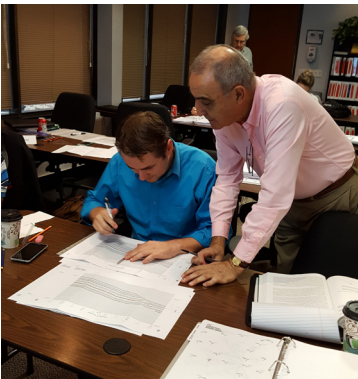


BUSINESS ADVISORY

Led by Amalia Olivera-Riley, PhD, the core areas that these services address include Asset Value Optimization, Organizational Efficiency, Non-Operator Influence, Strategy, and Transformation. Dr. Riley is a business leader with over 30 years of experience in the oil and gas industry and has held leadership and executive level positions with companies including ExxonMobil, Repsol, and Tullow Oil.

“A well put together program with the perfect balance of lecture and practice work.” - Anna E.

MISSION, VISION, & VALUES



Mission

To be the leader in petroleum consulting and training services by:

- Employing the best people.
- Providing technical excellence in all of our services.
- Applying our proven philosophy and methodology for finding and developing oil and gas reservoirs.
- Providing our clients with the desired services they need to accomplish their objectives.
- Creating an effective and enjoyable work environment.
- Applying and promoting current industry technical thinking, skills, techniques, methods and processes.
- Seeking financial success benefiting our company, clients, industry and community.

Vision: "Excellence that runs deep"

SCA will be a global service provider throughout the Petroleum Industry with an emphasis on delivering technical excellence in subsurface interpretation, mapping, and reservoir description and dynamics. We follow our motto, "Excellence that runs deep" in all aspects of our business.

Our business will focus on Training, Consulting and Direct-Hire Placement of oil and gas related professionals. SCA's business is dedicated to delivering a product and service that meets our high standard of excellence, and positioning our clients to be successful. SCA will be known as the preferred source for high quality instructor-led, virtual and blended training options for critical skill development in the Geoscience and Petroleum Engineering disciplines in the Upstream Petroleum Industry.

Values



Integrity, Trust, and Ethics – SCA provides services with integrity and we honor our commitments. We trust, respect and support each other. We earn the trust of our clients and colleagues by operating with the highest ethical standards in all we do.

Professionalism and Quality - SCA's consultants and instructors exemplify professionalism. Our services in Geoscience, Engineering and Business Consulting, Training, Projects and Studies, and Recruitment are of the highest quality. We utilize energy professionals who are experts in their fields and actively engaged in their areas of specialization.



Diversity and Inclusion - SCA believes that a diverse workforce can contribute more creative ideas to solving problems. Our commitment to diversity focuses on identifying ways to become a truly inclusive organization, where all people are valued and respected, and the contributions of all employees are leveraged for greater innovation, productivity, and performance.

Innovation and Agility - We anticipate change and respond to challenges with innovative solutions in a timely manner. SCA is agile and responsive to the changing needs of clients and embraces learning opportunities from our experience around the world.



Mutually Beneficial Relationships – We listen to our clients' needs and collaborate to provide cost-effective services that best achieve their goals. We build mutually beneficial relationships with our clients, consultants, trainers, suppliers, communities, governments, and other business partners.



27,000+ Professionals trained worldwide

200+ Clients served

700+ Projects completed

50+ Countries worked



"I wholeheartedly recommend that any company needing deep expertise in integrated subsurface analysis for major projects or for training its workforce consider SCA to meet their requirements."

Chandler T. Wilhelm

Former VP, Unconventionals Business Unit - Americas

Shell Exploration and Production Company

AAPG Certified Petroleum Geologist #6020

([Read the full Letter of Reference](#))

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