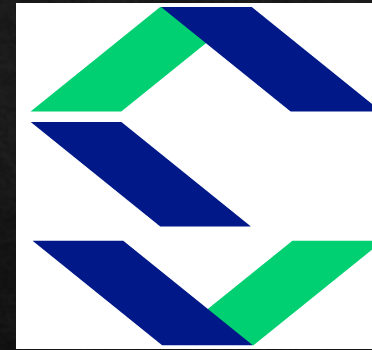


SISU ENERGY LLC

2400 HANDLEY-EDERVILLE ROAD SUITE 200
FORT WORTH, TX 76118
817-717-1616



Sisu

(pronounced SEE sue) – a Finnish word meaning “the art of courage”; grit; determination, bravery & inner strength; the ability to come against obstacles & adversity without fear or hesitation no matter the odds.



JUST A FEW OF THE PERKS...

- Fuel Cards (No fee to use – 30%-60% off every gallon that goes back in your pocket)
- Low-Cost Insurance
- IRP Plate Program
- 24/7 Human Dispatch
- Quick Onboarding Process/No Orientation
- Motive Logs & ELD
- No Escrow
- Paid weekly via Direct Deposit
- Sand Hauling
- STX Hopper Bottoms & Pneumatics
- WTX Hopper Bottoms
- NTX Cement Hauling
- Financial Incentive Programs for Safety & Tenure
- Minimal Deductions



THIS IS HOW WE ROLL...

**SISU HAS FOUR DIVISIONS.
STX HOPPER BOTTOMS &
STX PNEUMATICS RUNNING
FRAC SAND, WTX HOPPER
BOTTOMS & BOXES RUNNING
FRAC SAND, AND NTX
PNEUMATICS RUNNING
CEMENT . HERE IS WHAT
YOU NEED TO KNOW BEFORE
CHOOSING A DIVISION...**



STX Hopper Bottom Division

- ❖ **No oilfield experience necessary**
- ❖ **No blower required**
- ❖ **Pulling Hopper bottoms**
- ❖ **Runs are in Laredo and just north of Laredo**
- ❖ **Lease the hopper bottoms for \$210 per week**

STX Pneumatics Division

- ❖ **Must have oilfield experience (training available for \$300 paid to trainer}**
- ❖ **Must have a blower on your truck**
- ❖ **Must have or be willing to lease a pneumatic tanker**
- ❖ **Work is south of San Antonio all the way down to Laredo**
- ❖ **Pulling pneumatics**

**THIS IS HOW WE ROLL
CONTINUED...**



WTX Bottom Drop/Boxes Division

- ❖ No oilfield experience necessary
- ❖ No blower required
- ❖ Hopper bottoms with wet/dry sand, single boxes, & double boxes
- ❖ WTX division works in Midland/Odessa area all the way over to the New Mexico border
- ❖ Lease the hopper bottoms for \$350 per week from us and you can run for all our customers or run for specific customers and rent their trailers daily.

NTX Pneumatics Division

- ❖ No oilfield experience necessary
- ❖ Must have a blower on your truck
- ❖ Must have or be willing to lease a pneumatic tanker
- ❖ PEC, Sandtrax, & H2S not necessary
- ❖ Hauling pneumatics
- ❖ All paved roads
- ❖ Monday through Friday daytime hours – evenings and weekends off
- ❖ Saturday loads available should you want extra work
- ❖ Average take home is around \$5K per week

DRIVER REQUIREMENTS



- Must have at least 2 years of verifiable CDL experience.
- Must be 23 years of age or older.
- Previous oilfield experience required for STX work (training also available for \$300 paid to trainer) – No oilfield experience required for WTX hopper bottom/sand box work or cement work.
- Med Card, PEC, H2S, & Respiratory Fit Test (3M Half Mask) certifications required. Sandtrax and Oxy certs required for WTX. PEC, H2S, and Sandtrax not required for cement work.
- No major violations or at-fault accidents on MVR within the past 3 years.
- No DUIs/DWIs or road racing convictions.
- 50% or lower score on PSP report.
- No Clearinghouse violations (we do not participate in the SAP program).

EQUIPMENT FAQS

- We do not have an age restriction on trucks or trailers, but they must be in good repair, and they must be DOT ready. We don't want a jalopy with our decals on it or equipment that looks ill maintained.
- You must have your own pneumatic or be willing to lease one if you run in STX or NTX (cement work). We have several contacts we give to our drivers who need to lease tankers should you need them. If you are running hopper bottoms in WTX, the trailers can be leased from Sisu for \$350 per week or you can rent trailers daily from our customers. Halliburton's are \$80 per day and KLM's are \$30 per day. You can also lease hopper bottoms from us if you are running bottom drop in STX for \$210 per week.
- We do not participate in lease to purchase programs.
- We do not have company trucks. Our fleet is 100% comprised of Owner Operators.
- We use ELDs in STX & NTX pneumatic divisions unless your truck is a 1999-year model or older making you exempt. We use Motive ELDs, and logs are kept on the Motive app you will download on your phone or tablet. WTX & STX bottom drop divisions run under the Short –Haul Exemption so ELDs are not required for that division.
- Your truck must have a sleeper. Day cabs are not allowed for oilfield work, but they ARE allowed for cement work.
- You may not have a passenger or animal with you at anytime . It is strictly prohibited by our insurer. However, you are allowed to run teams, but both drivers must go through the onboarding process.
- You cannot have ANY cement residue in or on your pneumatic tanker if you are doing oilfield work.
- If you run in WTX & lease a trailer from us, you must either provide your own auxiliary cable for the trailer or get one from us for a \$300 deposit. If it is returned in good condition, you will be reimbursed for it.



DISPATCH

- 24/7 Human dispatch
- Rotary dispatch system
- All transactions are paperless done through your dispatch phone apps
- Strategic dispatching - we serve a healthy list of customers ensuring us a healthy number of wells. We don't have to stack our trucks up on just 2 or 3 wells causing extra long wait times because **we have options**. Our trucks stay moving.
- Set your own schedule - You can work during the day or at night in whichever region you choose. It is all up to you. For time off, we only require that you give dispatch notice ahead of time ensuring us the ability to plan truck counts & that you return when you say you are going to for the same reason.



COMPENSATION

- Our STX pneumatic division starts at an 80/20 split. After 1 year with Sisu, that percentage goes up to 82%. There are other incentives to increase that percentage, as well. Two weeks in the hole to start, then paid weekly via direct deposit every Friday (week begins on Sunday at 12am and ends Saturday at 11:59pm.)
- Our WTX & STX bottom drop/sand box division starts at an 85/15 split. Two weeks in the hole to start, then paid weekly via direct deposit every Friday (week begins on Sunday at 12am and ends Saturday at 11:59pm.)
- Our NTX cement division starts at an 90/10 split. Two weeks in the hole to start, then paid weekly via direct deposit every Friday (week begins on Sunday at 12am and ends Saturday at 11:59pm.)
- Advances available against revenue accrued (must be approved by Payroll)
- Paid for good DOT roadside inspections (pay is commensurate to the level of inspection given)
- No escrow
- See your settlements, rates, loads, etc. in real time with Sisu Clear phone app
- Minimal deductions
- We do not provide rate sheets as they are in violation of the contracts we have with our customers. However, all rates are made privy to our drivers and fleet owners after they are leased on & officially hired as contractors through the Sisu Clear app.



Addendum C - Contractor Settlement Deductions

This is a general list intended for informational purposes only. Some of these deductions may not pertain to you.

Recurring Charge Weekly

*Non-Trucking Liability	\$10
*Occupational Accidental	\$34
*Liability Under Dispatch	\$225
*Cargo/Trailer Interchange	\$10
*Physical Damage Truck/Trailer	Based on value
*Motive App	\$10
*Bottom Drop Trailer Rental	\$350

One-time Charge

*Auxiliary Cable for Belly Dump Trailers (for WTX drivers only - unless they provide their own)	\$300
*ELD Device (for STX drivers only)	\$200
*MVR	\$35
*Drug Screen	\$90
*PSP	\$20
*Clearinghouse Query	\$5

Annual Charge

*Plates (cost will be prorated for time of use & divided into 3 weekly payments)	\$900
*Over Axle/Gross Weight Permit (cost will be divided into 3 weekly payments)	Based on # of counties



Sisu Onboarding Process

>>>>> If you don't have your certifications yet, get those completed as soon as you are told that you are qualified to work at Sisu. Keep an eye on your email because that is where we send all communications and paperwork. You will be getting your drug screen authorization form and your Dropbox Sign email(s) with paperwork you can fill out electronically that will automatically come to us when you are finished filling it out. You must then send in the items below. When all of the documents on this page that are relevant to you are turned in and your drug screen results come in (which is usually a 1–3-day turnaround), we will clear you through onboarding, overnight you the decal package and you will meet up with our Field Safety guy near the area you will be staging so he can inspect your equipment and give you your road test. No orientation. Use this as a checklist so you will always know where you are in the onboarding process. Please try not to call onboarding asking, "What do I have left to turn in?" You will know what you need to turn in if you stay organized and keep this checklist updated. You must send all the Driver Qualifications (last section on the list below) to sabrina.hart@sisuenergyllc.com, and the rest of your paperwork to kally.stone@sisuenergyllc.com. If you have any questions about onboarding, please contact Kally Stone at 817-688-5994. <<<<<<

Required Onboarding Documents:

Owner Documents: (We will email all five of these forms to you to be filled out electronically)

- ☐ W9
- ☐ Direct Deposit Form
- ☐ Insurance Election Form for each tractor/trailer being leased on
- ☐ Equipment Purchase Form - (fill out **ONLY** if you are purchasing plates through Sisu)
- ☐ Onboarding Information Form

Truck Documents:

- ☐ Title or Title App or RPO - (Only if you are purchasing plates through Sisu)
- ☐ Current inspection
- ☐ Current Registration or Cab Card - (Please have Sisu listed as the carrier on your Cab Card)
- ☐ 2290 for each tractor being leased on

Trailer Documents:

- ☐ Current inspection
- ☐ Current registration

(continued on next page)

Sisu Onboarding Process (continued)

Insurance Documents: (If you do not have your own insurance, you can purchase any of the below policies through Sisu, but all four of the coverages listed below are required. If you carry your own insurance, please have Sisu listed as a Certificate Holder.)

- _____ Proof of **Occupational Accidental** on each driver – (if you get it through Sisu it costs \$130 per month)
- _____ Proof of **Physical Damage** on each **tractor** – (Sisu's price depends on what you value your equipment at)
- _____ Proof of **Physical Damage** on each **trailer** - (Sisu's price depends on what you value your equipment at/this does not apply to our WTX bottom drop division as the trailer is supplied and insured by the customer)
- _____ Proof of **Non-Trucking** on each tractor – (if you get it through Sisu it cost \$33 per month)

Driver Qualification Documents:

- _____ Driver's License (color copy or photo of both front and back)
- _____ Social Security Card (color copy or photo of both front and back)
- _____ PEC Card (Safeland Training) . Online PEC Training Calendar for google (thehseuniversity.com) – Not required for cement work.
- _____ Sandtrax Certification (for WTX only) www.freightraxtraining.com
- _____ Med Card
- _____ FIT Test (3M half mask)
- _____ H2S Certification – Not required for cement work
- _____ Completed Clearinghouse Query Consent - (instructions attached)
- _____ Screenshot of the Ditat Dispatching App serial # (instructions attached)
- _____ One Beacon Occupational Accidental Enrollment Form – (we will email this form to you to be filled out electronically)
- _____ Hours of Service Form - (we will email this form to you to be filled out electronically)
- _____ Drug & Alcohol Policy Signed - (we will email this form to you to be filled out electronically)

*******VERY IMPORTANT for Oilfield workers only!!*******

MAKE SURE YOUR PNEUMATIC TRAILER DOES NOT HAVE ANY CEMENT DEBRIS ON THE INSIDE OR OUTSIDE OF THE TANK!! – During your Field Safety inspection, if cement debris is found, you will be told to get a wash out before you can run. You will have to have it re-inspected after the wash out by Field Safety before you are cleared to take loads

Respiratory Fit Test Certification

A fit test is a test protocol conducted to verify that a respirator is both comfortable and correctly fits the user. Fit testing uses a test agent, either qualitatively detected by the wearer's sense of taste, smell, or involuntary cough (irritant smoke) or quantitatively measured by an instrument, to verify the respirator's fit. A location that performs the RFT can be found by Googling "Respiratory Fit Testing Near Me". Most Occupational Health practices perform them, and several drug screening companies perform them, as well. A 3M Half Mask will be fitted to your face to make sure the form of your face or facial hair is not impeding the seal of the mask. The mask protects drivers from breathing sand & other chemicals like Hydrogen Sulfide that can cause harm to their health. The average cost of this certification ranges from \$30 to \$50 and expires annually. You will be required to bring your own mask to the testing facility with you since masks cannot be shared from one person to the next.



H₂S (Hydrogen Sulfide) Training

Hydrogen Sulfide Awareness Online Training is designed to provide general information and guidelines to workers who may be exposed to hydrogen sulfide in the workplace in accordance with OSHA's General Duty Clause and ANSI/ASSP Z390.1-2017 which sets forth accepted practices for hydrogen sulfide training programs. Hydrogen sulfide is a common hazard found in the oil and gas industry. The class may be taken online for an average of \$20 and takes about 45 minutes to complete. Google "H₂S basic training online" and many different options will be made available to you. Choose whichever provider you prefer.

This certification expires annually.





SandTrax

In this course provided by FreightTrax you will learn critical course topics and best practices necessary for modern Frac Sand Haulers. The SandTrax Certification is an entry level course comprised of four core modules. This will take anywhere from 4-8 hours to complete, and it never expires.

The average cost for this course is around \$200 and is only required for the WTX division. You can use the following link to access this course:

www.freightraxtraining.com

Safeland Training

The SafeLandUSA Training Course is designed to take the place of multiple operator orientations and to give each student a general idea of life and safety issues in the oil and gas industry and sets minimum requirements for the US Onshore E&P Industry. The course usually takes 7 – 8 hours to complete. The average cost for the course is \$200 and never expires. You can use this link (copy & paste into your browser) to complete your Safeland training:

[Online PEC Training Calendar for google
\(thehseuniversity.com\)](https://thehseuniversity.com)



REQUIRED PPE:

For you:

- Hard hat – for cement work you will need 10 square inches of retro-reflective on rear 2/3 of shell
- Eye protection – for cement work you will need eye protection with side protection (ANSI Z87.1-2010)
- Ear protection
- Impact Gloves – for cement work you will need utility gloves
- Fire Retardant Clothing (no shorts, T-shirts, PJs, or sweatpants) – for cement work your outerwear will need to be high-visibility with 100 square inches combined retro-reflective material
- 3M Half Mask Respirator
- Steel Toe Boots – for cement work they need to be 6" lace up leather boots
- H2S Monitor (attach to chest, not hard hat) – Not required for cement work

For Your Truck:

- Wheel Chocks
- 2 Orange Cones (at least 28") – not required for cement work
- Fire Extinguisher (rated 5B:C or greater) – not required for cement work
- CB radio – not required for cement work
- Ratchet straps at least 2" wide
- Velcro straps for your hoses

Cement workers should look like this...



JOIN THE PACK TODAY!
ONLINE APPLICATION LINK:

**[HTTPS://INTELLIAPP.DRIVERAP
PONLINE.COM/C/SISUENERGY](https://intelliapp.driverapponline.com/c/sisuenenergy)**

Give Karrie Ann a call at 817-517-
9150 or email us at
recruiting@sisuenenergyllc.com to
#JointhePack.

