

ASPIRE TO YOUR STRENGTHS

Taking Your Energy Career Further



WHO WE ARE

Nalco Champion, an Ecolab company is dedicated to solving the oil and gas industry's toughest challenges. We don't explore for oil. Instead, Nalco Champion provides specialty chemistries and related services.

Those chemistries and services make it possible to maximize production in safer, more efficient and more environmentally sustainable ways than ever before.

We deliver exceptional service through a robust infrastructure:

6,800 DEDICATED EMPLOYEES WHO APPLY THEIR EXPERTISE **IN 160** COUNTRIES

50 MANUFACTURING FACILITIES & **13** TECHNOLOGY CENTERS

Interested in joining us? Let us tell you more.

EXPERIENCE OUR GROWTH

The oil and gas industry is changing quickly . . . so quickly that our company has experienced significant growth, doubling in size in the past five years. In turn, our employees have also experienced significant growth in their career opportunities at Nalco Champion.

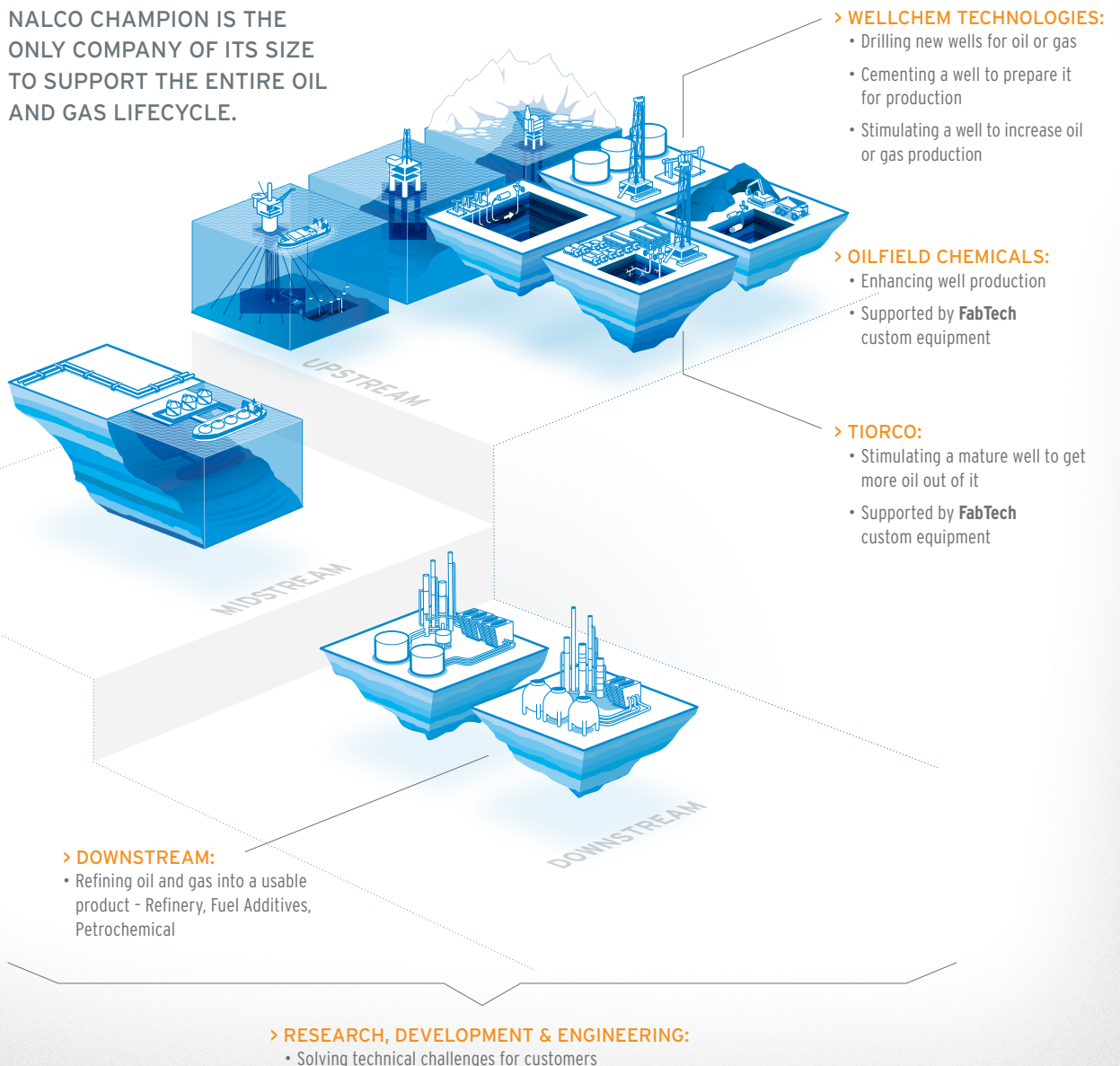
We offer an environment where there's a new challenge around every corner, every day. For you, that will mean that no two days will ever be alike. You'll be encouraged to aspire to your strengths. You'll work outside your job description and inside a tight team that values you. Immediately, your voice will be heard.

At the end of each day, you'll feel great pride knowing you're part of a company that's helping address the world's energy needs, and doing so with an unwavering commitment to safety and the environment in everything we do.

BE A PART OF SOMETHING DYNAMIC

From drilling new wells and stimulating mature fields to refining and research, we deliver the solutions that help optimize upstream, midstream and downstream operations. Leveraging Operational Excellence tools, training and knowledge sharing, we consistently deliver a powerful, world-class customer experience – everywhere we work around the world. Nalco Champion is the only company of its size to support the entire oil and gas lifecycle, solving complex challenges at every stage.

NALCO CHAMPION IS THE ONLY COMPANY OF ITS SIZE TO SUPPORT THE ENTIRE OIL AND GAS LIFECYCLE.



ENGAGE IN MEANINGFUL WORK

Nalco Champion employees experience the satisfaction that comes from engaging in meaningful work. Whether transporting chemicals, testing products or partnering with customers to solve a challenge, they play a role in producing the world's energy.



Lisa Holding Eagle
TECHNICAL REPRESENTATIVE II

Education: University of Jamestown

Degree: B.S., Chemistry

Employment Start Date: July 2009

Previous Roles at Nalco Champion: District Analytical Lab Manager, Technical Representative III

Lisa used to be a chemistry teacher. Now she instructs on oilfield chemicals.

When Sales, Operations or customers need help understanding the chemistry around Nalco Champion products and services, Lisa shares her knowledge.

Why does she like her job?

"I get to interface with many different people – PhDs, Sales, Well Operators. This is an exciting industry to be in right now – there are so many opportunities."

What does Lisa value most about her work?

35%

Engaging in challenging and interesting work

35%

Working with different types of people

30%

Applying her chemistry and analytical skills



Kristopher Szecsy
SPECIALIST TEAM LEAD,
ASSET INTEGRITY TECH SUPPORT

Education: Texas A&M University

Degree: B.S., Biology

Employment Start Date: June 2011

Previous Roles at Nalco Champion: Specialist III

Kris applied for his job on a whim. His work is never monotonous.

Kris manages a group of chemists who work together for their Nalco Champion colleagues.

Why does he like his job?

"It's really rewarding when you find a challenge when you started. You collaborate and learn from each other."

What does Kristopher value most about his work?

50%

Serving as a mentor

35%

Being involved in innovative projects



Ashley Hunt
AREA MANAGER, GULF OF MEXICO

Education: Northwestern State University

Degree: B.S., Chemistry

Employment Start Date: June 2011

Previous Roles at Nalco Champion: Marketing Specialist, Global Account Manager, District Manager

Ashley likes to chart her own course in Houston and the Gulf of Mexico.

Ashley's role is to maintain and grow existing and ultra-deepwater accounts.

Why does she like her job?

"Nalco Champion allows me to shape my own career and provides opportunities to advance locally or globally."

What does Ashley value most about her work?

25%

Interacting with customers

25%

Solving technical challenges

PORT & DEVELOPMENT

y

2005

Champion: Chemist I, Specialist I, Specialist II,

After eight years, it's always new and

to provide testing and product development who are in the field.

a solution that you thought was impossible and figure it out."

about his work?

0%

Immersion in

15%

Working in a stable industry

MEXICO REGION

University

2005

Champion: Marketing Representative, Account Representative, Manager

case. Her job has taken her to Alaska,

new business for the company's deepwater

my career as I want it to be. I have enjoyed moving across the globe."

What her work?

0%

Technical

25%

Collaborating with internal colleagues

25%

Learning new technology



Benjamin Sufferlein
RD&E CHEMIST, SCALE

Education: Texas A&M University

Degree: B.S., Chemistry

Employment Start Date: July 2012

Previous Roles at Nalco Champion: R&D Phase Separation Chemist, TS&D Phase Separation Scientist, OFC Scale Chemist

Ben read lots of comic books when he was little. He wanted to be a superhero.

When Ben discovered chemistry, he knew he'd found his niche. Ben is currently working on ways to prevent the buildup of minerals and other chemicals in pipelines.

Why does he like his job?

"I like working with new chemistry, and being exposed to different people and places."

What does Ben value most about his work?

50%

Identifying problems and efficiencies

25%

Learning something new and meeting with people

15%

Helping others

10%

Being exposed to new technology



Damon Olivier
CHEMICAL DELIVERY SPECIALIST

Education: Eunice High School, Eunice, La.

Employment Start Date: June 2008

Damon grew up in the country. He liked to drive tractors, trucks ... really, anything on wheels.

Today, Damon is responsible for transporting oilfield chemicals used to treat pipelines. He drives about 400 miles a day throughout Louisiana and Texas.

Why does he like his job?

"Lots of reasons. Mostly because I get the support I need so I can do my job well."

What does Damon value most about his work?

50%

Work-life balance

50%

Helping others

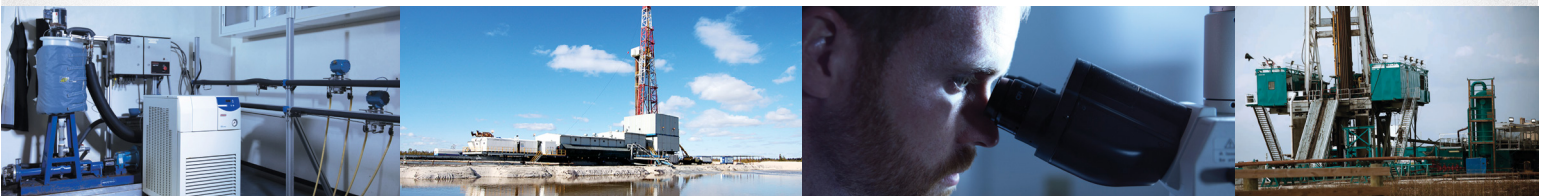
UNLEASHING ENERGY IN UNTAMED ENVIRONMENTS

Oil and gas fields onshore and in shallow water have hit their production peak and are in decline, ending the days of so-called “easy oil.” And yet, there are new opportunities for development. Aided by advancing technology and ingenuity, exploration is pushing further offshore to deepwater and ultra-deepwater, to oil and gas found in challenging, difficult-to-reach geographic areas.

Nalco Champion’s WellChem Technologies division helps major oilfield service companies with solutions that enhance their ability to drill, cement and stimulate a well – wherever in the world exploration takes them. In simple terms, we identify the right chemistries to respond to various water, temperature and pressure conditions, so the desired result is environmentally sustainable and safely achieved.

“As we move toward the future, we’ll be exploring environments that require an even higher level of innovation. As a leading technology company, we have a very exciting future.”

– KURT KIRCHOF
SENIOR VICE PRESIDENT,
WELLCHEM TECHNOLOGIES





DOES THIS DESCRIBE YOU?

Common characteristics of WellChem Technologies employees include:

- Intellectual curiosity
- Strong communication skills
- Team oriented
- High degree of professionalism
- Strong sense of ethics
- Safety minded

HELPING SMART COMPANIES MAKE BRIGHT DECISIONS

Think of the world's largest oil and gas companies. How do they make the decisions that lead to increased production in a safe and environmentally sustainable way? A key strategy is partnering with Nalco Champion for our problem-solving skills and technology resources.

We are the only dedicated specialty chemical supplier to the oilfield. What does that mean? It means we offer chemical programs and problem-solving services that help oil and gas companies reach their targets so they can be profitable. And because we have global experience in their industry, we can provide world-class solutions to their greatest technical challenges in 160 countries.

"If you like to solve problems,
if you enjoy experiencing
something different every
day and if you value lasting
relationships ... then this
is the place."

– KEVIN FRIAR
SENIOR VICE PRESIDENT,
OILFIELD CHEMICALS





DOES THIS DESCRIBE YOU?

Common characteristics of Oilfield Chemicals employees include:

- Accountable
- Willing to take calculated risks
- Versatile and flexible
- Open to new ideas
- Entrepreneurial spirit
- Problem solver

WELL HEAD TO GAS TANK: OPTIMIZING ENERGY

What happens to raw crude oil after it's taken from the ground? It goes to either a refinery or a petrochemical plant. The refinery converts it to gasoline, diesel, jet fuel, kerosene, heating fuel and asphalt. At the petrochemical plant, it's the backbone for the plastics we use every day, like in your mobile phone and components in our cars.

From our technicians who gather data to our onsite experts who analyze the data and make recommendations, Downstream employees share a common goal: Make our petrochemical and refinery customers more efficient and reduce their operating costs. They do this by applying new chemistries, automation and consulting services to refinery and petrochemical plants and their utilities, including cooling towers, boilers and waste treatment plants.

"Refining and petrochemical processes are important to our overall global economy. They are essential in providing the building blocks that move our society forward."

– TERRY BURLESON
SENIOR VICE PRESIDENT,
DOWNSTREAM





DOES THIS DESCRIBE YOU?

Common characteristics of Downstream employees include:

- Interest in automation and how it applies to chemistry
- Strong technical problem-solving skills
- Creative thinking skills
- Ability to follow up and follow through

GETTING NEW LIFE FROM AN OLD OILFIELD

You might think that when oil is produced from a reservoir, all of the oil in the field is extracted. In reality, only about 30% - 35% of the oil is recovered, leaving up to 70% of the oil in place. Enhanced oil recovery (EOR) technology increases the amount of crude oil that can be extracted from an aging or declining oilfield. EOR technology is a dynamic frontier in the oil and gas business, and with recent advances in technologies, chemicals and engineering, the global opportunities are expanding daily.

TIORCO, a division of Nalco Champion, designs, develops and provides chemically enhanced EOR technologies to improve recovery efforts. How do they do it? TIORCO reservoir engineers study the field's production history and geologic models. Chemists perform laboratory-scale experiments using rock, oil and field water to identify the chemical formulation to optimize oil recovery. Simulation engineers use this data to model full-field conditions to verify the chemical solution and total extractable oil through EOR. The plan is then executed in the field by TIORCO's highly trained field technicians and monitored by the engineering team.

"TIORCO is a place for someone who enjoys a dynamic environment and wants to use their skills and develop new ones in the continuously evolving oil and gas frontier. Much of what we do requires a global view and an innovative mindset."

– CHRISTINE STAPLES
DIRECTOR OF GLOBAL
MARKETING, TIORCO





DOES THIS DESCRIBE YOU?

Common characteristics of TIORCO employees include:

- Innovative mindset
- Risk taker
- Creative thinker
- Passionate
- Works well in a dynamic environment
- Well-organized multi-tasker

DIGGING DEEP WITH HIGH-TECH EQUIPMENT

Getting oil and gas out of the ground requires some serious equipment. Think custom. Think very high quality. Think stainless steel. FabTech, A Nalco Champion Company designs, fabricates and commissions custom oil and gas equipment for next-generation exploration in EOR.

FabTech's engineering, design and drafting team works with project managers, on-site fabrication teams and their customers to create whatever's needed, wherever it's needed.

FabTech's welders, technicians, fabricators, CAD specialists and engineers are some of the finest in their fields, and they take pride in the precision and quality of their work.

"FabTech employees value detail and quality. They're proud to create the finest equipment in the marketplace."

– CHRISTINE STAPLES
DIRECTOR OF GLOBAL
MARKETING, TIORCO





FabTech
A Nalco Champion Company

DOES THIS DESCRIBE YOU?

Common characteristics of FabTech employees include:

- Mechanically inclined
- Works well in a dynamic environment
- Team oriented
- Understanding of global engineering standards
- Innovative spirit
- Interested in custom design

BUSINESS UNIT	KEY ACTIVITIES	JOBS AND ROLES
WELLCHEM TECHNOLOGIES	Helping major oilfield service companies with solutions that enhance their ability to drill, cement and stimulate a well. Identifying chemistries to respond to various water, temperature and pressure conditions.	<ul style="list-style-type: none"> • Sales • Service • Engineering • Support functions for finance, supply chain, health and safety, environment, training and development, human resources
OILFIELD CHEMICALS	Offering chemical programs and problem-solving services that help oil and gas companies increase production in a safe and environmentally sustainable way.	<ul style="list-style-type: none"> • Sales • Marketing • Engineering • Chemistry • Research • Technical
DOWNSTREAM	Applying new chemistries, automation and consulting services to refinery and petrochemical plants to reduce operating costs and increase efficiency.	<ul style="list-style-type: none"> • Sales • Marketing • Engineering • Technicians • Onsite experts • Account management
TIORCO	Designing, developing and providing chemically enhanced EOR technologies to improve recovery efforts.	<ul style="list-style-type: none"> • Sales • Engineering • Chemistry • Field technicians
FABTECH	Designing, fabricating and commissioning custom oil and gas equipment for next-generation exploration in enhanced oil recovery.	<ul style="list-style-type: none"> • Sales • Engineering • Welders • Technicians • Fabricators • CAD specialists
RESEARCH, DEVELOPMENT & ENGINEERING	Developing and applying specialty oilfield chemicals to solve customers' technical challenges.	<ul style="list-style-type: none"> • Research • Engineering

BACKGROUNDS

Business

Engineering

Science

Math

Marketing

Variety of other college and technical degrees

We asked Nalco Champion employees this question:

WHY DO YOU ENJOY WORKING HERE?

Here's what they had to say.

Nalco Champion values their employees by providing all the tools that are needed to accomplish their work.	Nalco Champion has always been a caring company for its employees, providing security in a world where that is precious.	Nalco Champion works like a big family, where we support one another internally with strong team spirit.
The balance between hands-on field work and desk work keeps you refreshed and excited.	Expert training and excellent resources.	Being a problem solver allows you to feel like you are truly helping the customer.
Every day is different, with a new challenge to force you to think differently and be your best.	Horizons are broad with Nalco Champion and Ecolab.	The career paths are extensive, allowing you to grow in many areas before choosing a specialty.
Sustainable development, both economic and professional.	We have an open and transparent structure, from top to bottom, that is people friendly and business friendly.	Continuous training and the possibility to work worldwide.
Work-life balance and competitive compensation.	Flexible schedules.	It's a tight-knit group that treats its employees like family.
The quality and talent of the employees.	Fast-growing company.	Your voice is heard and appreciated.

GIVING YOU A SMART START

Nalco Champion employees have a reputation for being extremely well trained. Our highly trained employees are a key differentiator for Nalco Champion, and a reason why our customers look to us to help solve their most challenging issues.

All employees begin their training with Onboarding, a one-week course focusing on information about the company, leadership skills and safety. From there, additional training may be provided by business unit.

WELLCHEM TECHNOLOGIES

To prepare you for work in this division, WellChem Technologies employees progress through a 10- to 15-month training experience tailored to Sales, Marketing or Research. Training is organized into two phases, with each employee assigned a primary trainer who guides their experience.

- **PHASE 1** – Training begins with Nalco Champion's Onboarding process, a one-week program that focuses on information about the company, leadership skills and safety. From there, employees embark on more detailed training around their specific role and using available resources. Training is provided through a combination of online modules, videos, onsite and offsite classes and meetings with subject matter experts.
- **PHASE 2** – During Phase 2, employees learn to master the technical fundamentals within their Sales, Marketing or Research roles, including details about products and services offered.

When training is complete, employees are ready to make meaningful contributions to the WellChem Technologies team.



OILFIELD CHEMICALS

Depending on the business need, select Oilfield Chemicals' employees may advance to one of the following training programs that provide intensive experience in the field.

CAPEX COLLEGE – This is a mentor-based training program focusing on the capital expenditure marketplace in the Gulf of Mexico, West Africa and offshore Brazil. Participants spend six months learning the technical aspects of their new career; six months developing necessary sales and communication skills; and another six months preparing and presenting solutions aimed at securing new business opportunities. In parallel to these activities, participants will learn account management techniques while presenting what they've learned to their peers. Upon successful completion, participants receive their first assignment.

UNCONVENTIONAL RESOURCES (UCR) COLLEGE – UCR College provides an 18-month training experience focusing on shale and other unconventional onshore production in the lower 48 states. Phase 1 focuses on servicing the oil field and safety. Phase 2 involves travel to shale plays for technical training through case studies, field work and lab testing. Phase 3 is centered around sales and account management. When training is complete, the trainee is assigned to a shale play in the U.S.

OILS SANDS UNIVERSITY – This 12-month training program focuses on the oil sands business in Canada, Brazil, Russia, India and China. Phase 1 provides training in selling, service, safety, technical fundamentals and an introduction to oil sands including water, steam-assisted gravity drainage (SAGD) and mining/extraction/upgrading/refining (MEUR). During Phase 2, employees specialize in water, SAGD or MEUR and receive additional training in safety, sales, account management and technical challenges through a mentor-supported interface.

DOWNSTREAM

Select Downstream Sales Engineers enroll in Downstream University (DSU), a 10- to 18-month training program. This world-class technical training experience focuses on structured technical lessons, including classroom interaction with subject matter experts (SMEs) and hands-on field learning with current sales engineers.

Participants interact with SMEs in the areas of:

- Water treatment (cooling, steam/boiler, waste)
- Refinery process treatment
- Finished fuel additives and chemical process treatment

In addition to technical training, foundation sales engineer training helps facilitate project work and value-added sales activity within our customer base.

This intensive training experience provides a solid launching pad for a successful sales engineering career with Nalco Champion in the refining and petrochemical industry.

AN ESTABLISHED LEADER WITH ENTREPRENEURIAL SPIRIT

Nalco Champion employees are part of the broader Ecolab organization. As the global leader in water, hygiene and energy technologies and services, Ecolab is routinely recognized for its industry-leading solutions, service, innovation and commitment to sustainability. A sampling of recent recognition includes the following awards:

- *Forbes* magazine included Ecolab on its list of **"The World's Most Innovative Companies"** for the third consecutive year.
- The Ethisphere Institute named Ecolab one of **the world's most ethical companies** for the sixth consecutive year.
- Global Water Intelligence named Ecolab the **water technology company of the year**.
- Dow Jones Sustainability World Index included Ecolab on its list of **the world's leading sustainability companies**.

While Ecolab is a global leader, the company retains an entrepreneurial spirit and it's easy to spot that spirit at Nalco Champion. You'll see it in the versatility and flexibility of our employees. Their doggedness to stick with a problem until they've conquered it. You'll see it in their enthusiasm for running with a bright idea. Their pride in being part of something that makes the lives of others so much better.

ECOLAB®
Everywhere It Matters.™

THIS IS WHAT SUCCESS LOOKS LIKE



Are you a problem solver? Have you been called curious, inquisitive, determined? To be successful at Nalco Champion, you must:

- Love to learn
- Work well in a team but take responsibility as an individual
- Set goals and meet them
- Have a passion for the environment and a desire to improve safety
- Knock yourself out to satisfy the customer
- Value our longstanding client relationships
- Greet new challenges with enthusiasm
- Respond well in dynamic situations

Sound like a good fit? If you sense that you have that same spirit, we need to connect.

Please contact us. Visit nalcochampion.com.

**WE'RE LOOKING FORWARD TO HELPING YOU
ASPIRE TO YOUR STRENGTHS.**

Together, We're Taking Energy Further™

Nalco Champion, an Ecolab company, offers a singular focus on providing specialty chemistry programs and related services for upstream, midstream and downstream oil and gas operations. Through onsite problem solving and the application of innovative technologies, we deliver sustainable solutions to overcome complex challenges in the world's toughest energy frontiers. Together, we're taking energy further.

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NALCO Champion

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