

Core Values

Pelican Energy Employees:

- Serve our customers with the highest standard of excellence in the industry
- Are servant leaders
- Lead by example
- Possess a positive, problem solving attitude
- Reward individual and team accomplishments

Our Capabilities

Featured Services

- Refinery Maintenance & Capital Projects
- Shore Base and Terminal Facilities
- Midstream Gas and Condensate Plants
- Offshore Platforms including Well Protector Structures
- Oil and Gas Processing Facilities
- DOT, DOI Pipelines
- DOT, MMS, and State Permitting Packages
- Water Treatment Facilities
- Gas Compression Facilities
- Oil Stabilization Facilities

Community Involvement

We are proud to support innovative community initiatives through community partners and sponsorship programming.

Pelican Leadership Model

Servant Leadership: We believe that our employees will serve our customers to the degree that they are being served by our leaders. Our leaders serve our employees by engaging, equipping, empowering and encouraging them.

What We Offer

We Specialize In

We Provide a multitude of services to both independent and major oil and gas companies. We also provide the below services to the refinery and petrochemical industries:

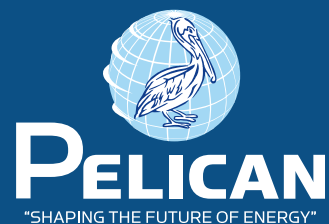
- Multi-Disciplined Engineering
- Design/Drafting in 3D
- Inspection Services
- Project Management
- Procurement Services
- Inventory Management Services
- Document Control Services
- Compliance Services
- Construction Management



PELICAN

"SHAPING THE FUTURE OF ENERGY"

Competitive Compensation, Excellent Experience, Outstanding Opportunities



Pelican Energy Consultants, LLC

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TO APPLY: www.pelicanenergy.com/contactus.html

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Our Purpose:

“To provide a platform to allow employees to improve their quality of life.”

-Kenny and Christa Bogle, Owners

MISSION STATEMENT

Pelican Energy’s Mission is to meet the needs of our customers with the right people utilizing safe, efficient project management principles combined with common sense engineering. Being solution focused, flexible, proactive, and responsive to client needs are the foundations of our organization. By instilling these values, combined with a well formulated plan, we will be able to exceed clients’ expectations, grow existing business, and expand our services to new markets.



Summary of Pelican Company Benefits

PROFIT SHARING

A profit sharing plan is offered to all full time employees and is 100% contributed by the company. 25% of the company’s annual profits are given back to all employees at the end of each year. Participation is immediate upon hire and bonuses are typically paid before Christmas each year.

HEALTH INSURANCE

Health Insurance is offered to all full-time employees. The insurance is through United Healthcare and we offer a choice of two plans. One is a co-pay plan and the other is a high deductible plan. The High Deductible plan (or HDHP) is H.S.A. eligible. For those employees who choose the HDHP, Pelican will make a contribution to their H.S.A.’s. Coverage would start on the first of the month following date of hire.

DENTAL INSURANCE

Group dental insurance is offered to all full time employees. The coverage is through Aetna. Coverage would start on the first of the month after date of hire.

VISION INSURANCE

Vision insurance is provided to all Pelican employees at no cost. Coverage includes discounts or co-pays for glasses, contacts and office visits. Coverage begins the first of the month after date of hire.

EDUCATION ASSISTANCE

Pelican encourages the pursuit of additional formal education and offers education assistance to employees attending major or certificate specific courses.

401K PLAN

Pelican Energy Consultants, LLC offers a 401K plan to its employees. Employees are eligible to contribute the first of the month following a 30 day waiting period. Once employed for one year, the company will begin to match employees contributions. The match is 50% up to the first 4% contributed. The minimum contribution is 2%.

SUPPLEMENTAL INSURANCE

Pelican Energy Consultants, LLC will provide, at no cost to the employee, the following supplemental benefits:

- Group Term Life insurance equivalent to 100% of the employee’s annual base salary to a max. of \$200,000 if eligibility requirements are met
- AD&D insurance equal to employee’s life benefit
- Vision Service Plan
- STD/LTD

HOLIDAYS

There are nine (9) paid holidays at Pelican Energy Consultants, LLC: New Year’s Day, Mardi Gras Day (LA offices only), Good Friday (outside of LA only), Memorial Day, 4th of July, Labor Day, Thanksgiving Day, Day after Thanksgiving, Christmas Day and one floating holiday, which is the day before or after Christmas Day (to be determined by the company).

PAID TIME OFF

PTO is accrued upon hire or transfer into a benefit eligible position. Pelican Energy believes that employees should have opportunities to enjoy time away from work to help balance their lives. Pelican Energy recognizes that employees have diverse needs for time off from work. Pelican Energy has established this paid time off (PTO) policy to meet those needs.

WELLNESS PROGRAM

Pelican Energy encourages employees to take advantage of opportunities to improve their health. Pelican’s wellness program rewards employees for participating in approved activities associated with the wellness program including seminars, participation in a sports league, races, volunteering, health fair attendance, etc.