

**WESTERN ENERGY SERVICES CORP.  
(THE "CORPORATION")**

**CHIEF EXECUTIVE OFFICER  
POSITION DESCRIPTION**

**Appointment**

1. The President and Chief Executive Officer (the "**CEO**") of the Corporation is appointed under the authority of the Corporation's bylaws and the policies of the Board of Directors (the "**Board**") of the Corporation.
2. The CEO is appointed as an officer and will serve and be accountable to, and be removed at the pleasure of, the Board of Directors of the Corporation.
3. The CEO provides leadership and manages the business and affairs of the Corporation with the goal of achieving its principal objectives, as approved by the Board. In addition, the CEO will have such other powers and duties as the Board may specify.
4. The CEO will also serve as a director of the Corporation, if so nominated and elected by the shareholders of the Corporation or appointed by the Board in advance of an annual meeting of the Corporation's shareholders.

**Specific Responsibilities**

5. The incumbent will be responsible for:
  - the strategic direction and management of the Corporation;
  - the Corporation's organizational structure, finances and control; and
  - communication and Board relations.

**Strategic Direction and Management of the Corporation**

6. With respect to strategic direction and management of the Corporation, the CEO will:
  - (a) lead the Corporation with vision and values that are well understood, widely supported and consistently followed;
  - (b) foster a corporate culture which promotes ethical practices and personal integrity with a priority on quality and safety practices;
  - (c) work with the Board to develop a long-term strategic plan that strives to position the Corporation in a strong competitive position within its mandate and to strive to maximize overall returns to the shareholders of the Corporation;
  - (d) lead in the development and implementation of a business plan each year, which shall include:
    - (i) priorities and strategies to meet short and long-term corporate objectives;

- (ii) appropriate performance measures allowing for a detailed comparison with corporate objectives; and
  - (iii) identification of the principal strategic and operational risks of the business, including appropriate methods to manage the risks;
- (e) report the Corporation's operational and financial results to the Board relative to the strategic and business plan on a regular basis;
  - (f) work with the Board to develop and maintain a human resource strategy including plans for the recruitment, remuneration, development, and succession of senior managers, officers and executives of the Corporation
  - (g) seek to ensure that all employees of the Corporation have their responsibilities and authorities clearly defined;
  - (h) make recommendations to the Corporate Governance and Compensation Committee of the Board regarding appropriate salaries, and annual and long-term incentives for all named executive officers, and all officers and other senior executives who report to the CEO, (collectively, the "**Designated Employees**"); and
  - (i) recommend to the Corporate Governance and Compensation Committee the design of short and long-term incentive programs for the Designated Employees.

#### **Organizational Structure, Finances and Controls**

- 7. With respect to the Corporation's organizational structure, finances and controls, the CEO will:
  - (a) regularly assess and report to the Board on the effectiveness of the Corporation's organizational structure, including any proposed material changes;
  - (b) work with the Board to establish an appropriate capital structure for the Corporation;
  - (c) work with management to develop budgets annually, for consideration by the Board, to meet the Corporation's short and long-term corporate objectives;
  - (d) ensure that the Corporation has systems in place to safeguard the Corporation's assets and effectively monitor and manage the principal risks related to the operation of the Corporation's business(es);
  - (e) in concert with the Chief Financial Officer, establish and maintain the integrity of the Corporation's financial controls and reporting systems and compliance of the financial information with appropriate accounting principles;
  - (f) in concert with the Chief Financial Officer, establish and monitor processes and systems designed to ensure compliance with applicable laws by the Corporation, its officers and employees;
  - (g) ensure that a process is in place to monitor compliance with the ethical standards to be observed by all officers and employees of the Corporation, and ensure that a process is in place to monitor divergence from such ethical standards;

- (h) assist the Board in establishing the limits of delegated authority and responsibility in conducting the Corporation's business; and
- (i) provide quarterly and annual certifications in accordance with applicable securities law.

### **Communication and Board Relations**

8. With respect to communication and board relations, the CEO will:
- (a) work with the Board to establish and maintain an effective communications policy with the Corporation's shareholders, the financial community, the media, the community at large and other stakeholders;
  - (b) uphold the Board's commitment to providing timely, accurate and balanced disclosure;
  - (c) serve as the principal representative and spokesperson of the Corporation;
  - (d) work to ensure employees, shareholders, the financial community and public generally understand the integrity, values and performance of the Corporation;
  - (e) report to the chair of the Board (the "**Chair**") on a timely basis concerning all material aspects of the Corporation's operations and affairs;
  - (f) promote an open style of communication between the Chair and the CEO and further report to the Board at all Board meetings regarding such matters; and
  - (g) provide the assistance necessary for the Chair and the Board Committees to carry out their duties.

### **Review**

9. The Corporate Governance and Compensation Committee will review this position description with the CEO at least annually and otherwise as it deems appropriate and recommend any changes to the Board.

### **Non-Exhaustive List**

10. The foregoing list of responsibilities is not exhaustive, and the CEO may, in addition, perform such other functions as may be necessary or appropriate in the circumstance, within the authority delegated by the Board, for the performance of the CEO's responsibilities.

Approved by the Board of Directors December 5, 2013  
Ratified by the Board of Directors December 4, 2014  
Ratified by the Board of Directors December 2, 2015  
Ratified by the Board of Directors December 20, 2016  
Ratified by the Board of Directors December 6, 2017  
Approved by the Board of Directors, as amended, October 24, 2018