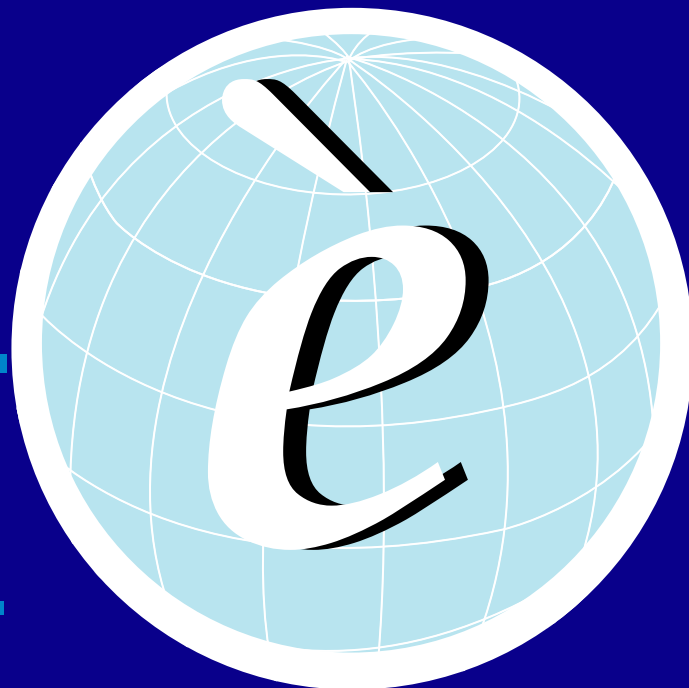


“delivering the total global project solution”



The Dedicated Professional's Handbook

About Us



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The Èpeus Way

Èpeus was founded on a powerful but simple idea. Organisations often tolerate operational inefficiencies and unexpected cost increases in the completion of projects. Accordingly, a ready-made customer base would welcome someone who could enhance operational efficiency and reduce costs on projects – in other words, achieve project success.

That idea has proven true. From a humble beginning with two employees in Aberdeen, the Èpeus Group of Companies today operate globally with an expanding client base and a diverse range of management services designed for project success. The locations of Group Company offices stretch from the United Kingdom to the United States to Singapore to the UAE. Èpeus companies have supported over 100 major projects worldwide. Our ongoing activities in the drilling industry alone range across new construction, conversion, upgrade, repair, and reactivation of mobile offshore drilling vessels and platforms, FPSO's, and land rigs.

As the premier management solution provider for projects in the industries we serve, our goals are to expand into new industries, to continue to earn respect by all, and to set the benchmark. In short, we aim to be our clients' first choice, regardless of location or type of project. Achieving this ambition will require us to inspire and motivate our people to attain the best and to realise significant value enhancements both inside and outside the Company.

What sets Èpeus apart is our commitment to a basic set of core values, which are all focused on delivering success to our clients through project management excellence and integrity. Our creed is that we must continually evolve and improve the consulting, advisory, and staff augmentation services that we offer to our clients. Our culture requires nothing less than complete professionalism – such that no one can question the significant and lasting value of our services to our clients.

We are particular about the type of individual chosen to represent our organisation. We want everyone on a project to know instinctively that someone in any role wearing an Èpeus logo is a truly capable and talented individual. Someone whose honour is beyond reproach and whose skills are on the cutting edge of project management integrated services.



Our Client Profile and Our Reputation:

Many of our clients are global, blue-chip corporations who, because of the magnitude of their projects, expect only the highest quality service. Our services also are predominantly focused on work that represents significant capital investments for our clients, making them high profile in management and delivery.

We protect our clients' interests with the kind of service that only dedicated professionals can deliver. Our significant experience and success in looking after our clients and their interests – which demonstrates our clients' high level of trust in us –speaks for itself as recognition of the high quality of our services.

Our Focus:

Success for our client on its projects shapes Èpeus' focus. Our focus on the client, coupled with the specific nature of our services, represents the Company's fundamental core competency – adding value to our clients' projects in both the short and longer term and ultimately helping to assure success whether measured by quality, schedule, or cost.

**“We protect our clients' interests
with the kind of service that only
dedicated professionals can deliver”**



Our Approach:

Our services are tailored to the client, not the other way around.

A significant concern for a client is whether involving an external party in its project will result in dilution or loss of control, which could then significantly impact quality, cost, or schedule. This understandable concern led to Èpeus developing its concept of 'out tasking' in contrast to traditional 'outsourcing' as practiced by our competitors. An outsourced contract, normally subject to variation and change order processes, limits the likelihood for project success because of the built-in incentive to identify and argue about changes.

'Out-tasking' as we practice it operates on the basis that the client can realise the benefit of our personnel's expertise and knowledge while maintaining control over schedule and cost. Because the Èpeus team is involved in defining and planning, it does not seek reasons for variations but is committed to the client's goals of on-time and on-budget performance.

Other services we offer derive from our extensive experience in projects. Our assurance services include pre-project inspections and independent monitoring during project execution. Our advisory services include assistance to lenders and investors in due diligence, as well as to attorneys in resolution of project disputes.

Assuring success on projects requires several elements, including **Our Focus** and **Our Culture**. Effective communication, however, is also key. Lack of effective communication hinders effective transfer of knowledge. We aim to maximise knowledge transfer and minimise misinterpretation by identifying and establishing on-going contact points with all areas within a client organisation that might be affected by a particular project. Èpeus will never compromise on effective communication.



Our Structure:

The Èpeus Group has a flat structure, which enhances efficiency and speed of response to both market conditions and client needs. Currently, Èpeus operate as a group of companies throughout the world. Our people are handpicked and trained to deliver what is required.

Our structure also improves the ability to disseminate information throughout the Company which enhances cooperation and our collective abilities. This emphasis enables the 'lessons learned' from one project to be shared with everyone within the organisation and ultimately to benefit all our clients through use on their projects.

Our Culture:

Our culture is people centred and represents all that we strive for as an organisation. We expect our people to have technical skills that are unsurpassed and to be passionate self starters who will tackle problems or any task required with a proactive and positive attitude. These qualities enable us to optimise our solutions according to particular requirements.

We also emphasise professionalism and integrity among our work force. We expect our people to put the client's needs as expressed in the contract first. Our global reach requires our diverse work force also to work within the strictest ethical standards toward Èpeus, fellow workers, suppliers, and even competitors.

While we encourage self-reliance, our people do not operate in isolation. The tools for communications within the organisation enable our people to draw upon the "pool" of experience and lessons learned on past projects, which should improve results on an ongoing project.

Finally, we encourage our people – who themselves derive from diverse backgrounds – to appreciate that we are guests in the various countries in which we find ourselves, bringing only opportunities for success. We must respect local customs, while bringing world class service to the projects located there.



Our Social Dimension:

Increasingly today, the pace of life seems to grow in complexity and to make it harder to find the time to pause for a break. Many companies loudly proclaim the need for a work/life balance – yet the level of balance that is actually achieved remains questionable.

We aspire to be different. While we aim to hire individuals of high calibre and resilience, we also recognise that many of our people often work under challenging, remote, and difficult conditions, which can strain the personal aspects of life. We provide forums for networking within the organisation. We also have protocols to handle personal problems that arise in connection with the performance and delivery of a job, including staff whose role is to remedy these situations.

The message here is simple – our people should concentrate on the task at hand, and if a related personal issue arises, communicate it so that the problem can be resolved.

These commitments to our people not only help them but should also assure our clients that achieving success on their projects is our focus.

“The message here is simple - our people should concentrate on the task at hand, and if a related personal issue arises, communicate it so the problem can be resolved”