NEW EMPLOYEE INFORMATION FORM

PART 1 – To be completed by Obsidian Energy Human Resources only

Employee #	Salary	Start Date

Position	Supervisor

Location	Department	Cost Centre

Provincial	Federal	Additional Tax	Northern Travel	Mobile	Vehicle/Parking

PART 2 – Personal Information

Complete this section

Name (Last, First)	Preferred Name

Address, City, Province, Postal Code	Primary Phone Number

Date of Birth (MM/DD/YYYY)	SIN	Home Email

Emergency Contact

Emergency Contact Name (Last, First)	Relationship to Emergency Contact	Contact Phone Number

PART 3 – Retirement / Savings Plan Contribution

Complete this section if you wish to contribute a portion of your current salary each pay period to the Retirement / Savings plan

☐ - I do not wish to contribute to the Employee Retirement/Savings Plan at this time.

☐ - I would like to contribute as follows (**complete the section below**):

- Employee can contribute to both the equity and cash components, however the total contribution amount for both plans ***cannot exceed 10%****. Please see part 5 below for more details
  *If only contributing to the cash component accounts, the maximum employee contribution is 7.5%
- Obsidian Energy's contributions will follow proportionately into the same accounts as you specify below

Equity Component (used to purchase Obsidian Energy shares)			
Non-RRSP	0.0	%	A
Group RRSP*	0.0	%	B

Cash Component (to remain as cash)			
Non-RRSP	0.0	%	C
Group RRSP*	0.0	%	D

Total Contribution = **0.0** % (Add Lines A through D - ***total cannot exceed 10%***)

*If you are directing contributions to a Group RRSP, complete the Group RRSP Application Form located within the savings plan online platform once your account has been created following your hire date.

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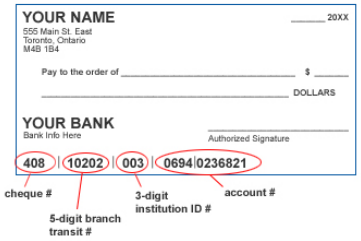
PART 4 – Banking Information

You must complete this section fully.

Branch (5 Digits)	Bank (3 Digits)	Account (Max 12 digits)

The information above can be obtained from your banking institution or from a personal cheque. If copying the information from a cheque, please copy the numbers exactly as shown; include leading zeros.

Please attach a void cheque or official bank document along with this form. This information will be used to confirm your Banking Information.



PART 5 – Privacy Statement, Employee Retirement/Savings Plan terms and Consent

My signature below confirms that I consent to the collection, use and necessary disclosure of the personal information provided on the New Employee Information Form, and as I may provide in the future. This personal information may be used or disclosed for Human Resources, industrial relations, merger and acquisition purposes, including but not limited to: personal contact information, reference checking, emergency contact information, conflict of interest screening, performance management, payroll, taxation, Employment Insurance and Canada/Quebec Pension Plan matters, the processing of all benefits, insurance and pensions, RRSP, security clearance, employment status, and employment equity information used to manage the employment relationship. Obsidian Energy respects the privacy of our employees and the confidentiality of personal information. At no time will confidential information be knowingly shared or disseminated to unauthorized parties. It is Obsidian Energy's policy to control the collection, use and disclosure of personal information in accordance with our Privacy Policy. Certain exemptions may apply.

If electing to participate in the Employee Retirement/Savings Plan, my signature below confirms that I understand that for every $1.00 I contribute to the equity component accounts identified in this form, Obsidian Energy Ltd. ("Obsidian Energy") will contribute $1.00 to the same account on my behalf to a combined account maximum of 10% of salary, and that for every $1.00 I contribute to the cash component accounts identified in this form, Obsidian Energy will contribute $1.00 to the same account on my behalf to a combined account maximum of 7.5% of salary, and the combined maximum under both component accounts is 10% of salary (or 7.5% if only the cash component). I understand that Obsidian Energy contributions also count towards my RRSP limits. Furthermore, for any additional contributions I make to a Group RRSP under the Employee Retirement/Savings Plan (both cash and equity components), I understand it is my responsibility to ensure my total RRSP contributions (including contributions made by Obsidian Energy) do not exceed my deduction limit.

I hereby acknowledge that I have read and agree to the Privacy Statement Employee Retirement/Savings Plan terms and Consent outlined above. If elected, I authorize payroll deductions for the Employee Retirement/Savings Plan. Additionally, I authorize Obsidian Energy to deposit all wages into the account provided above and any changes to such account provided in the future. I understand and agree that should vacation be taken in the year of termination exceed accrued vacation, any overpayment will be deducted at the date of termination of employment.

Employee Signature X _____ Date: _____