



**GULF INTERSTATE
ENGINEERING**



JOIN THE TEAM!



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Make a Difference



Why Gulf Interstate Engineering

For over 50 years, Gulf Interstate Engineering (Gulf) has been the market leader in providing project management and engineering services to the worldwide oil and gas industry. Our leadership has been built on the capabilities and commitment of our people to the highest quality, design and delivery standards. Our future depends on maintaining the leading edge.

For decades, Gulf has attracted and retained the finest engineers and project managers in the world. Our professionals are industry experts in the engineering of oil and gas production facilities, pipeline systems and storage terminals. You'll be contributing to the success of some of the world's most complex projects, featuring demanding environmental challenges in some of the harshest locations.

You will encounter Large Company project experience with Small Company growth opportunities. Our size enables our people to have broader and deeper job responsibilities, coupled with visibility and career advancement. Gulf's formula for success is the belief that the more people know, the greater their capabilities, and the more opportunities they are given to grow and learn new things, then the more our company can achieve and the greater our project success.

At Gulf, you are seen as a priority individual, not a number lost within the Company. You will be given the unique opportunity to impact and influence our worldwide projects and decision making responsibilities. We are committed to you and your career, and we will give you the opportunity to **Make a Difference**.

OUR VISION

To be the best full service engineering company in the pipeline industry.



Our Focus

Quality

We dedicate ourselves to producing flawless products. We measure our performance and constantly strive to improve it. We pursue people, processes, systems and technologies, which combine to multiply our capability to meet our corporate vision.

People

We enhance our unique culture to include a persistent drive for personal and team accountability for our work. We invest in our people and recognize individuality while acting as a team. We reward operational excellence and exemplary performance.

Clients

We practice professional and ethical business behavior. We strive for effective decision making and for optimal performance. We provide quality products that meet our client's expectations and leave a positive impact in the surrounding community.

About Gulf Interstate Engineering



Based in Houston, Texas, Gulf Interstate Engineering Company has served the energy industry since 1953. We continue to be one of the largest privately owned pipeline engineering companies in the world. Our people, technology, flexibility and quality work products have pushed Gulf to the forefront of our industry. Gulf was once again recognized by Engineering News Record (ENR) as being one of the world's top design firms, ranking # 2 worldwide in pipeline design.

Gulf specializes in the management and design of pipeline systems, a focus that covers onshore and offshore pipelines, gathering systems, production facilities, pump and compressor stations, storage terminals and loading facilities. Gulf's experience and capabilities encompass all aspects of production and transportation from the wellhead to the export terminal.

Gulf's disciplined approach to be the best full service engineering company in the pipeline industry, has given us the capabilities to continually be awarded projects that are the first, the largest and the longest. Upon joining Gulf you will be exposed to benchmark projects that will forever leave an imprint on our world. Our employees gain invaluable knowledge by working hand-in-hand with the leaders in the industry on world-class projects.

Gulf has extensive experience in completing projects throughout the world; we have recently completed projects located in the countries of Mexico, Russia, India, Nigeria, Yemen and the United States.

Gulf is currently providing project management, engineering, procurement and construction management services on the Rockies Express Pipeline Project. This proposed 1,323-mile, 42-inch diameter pipeline will originate in Colorado and extend to Ohio. The Rockies Express Pipeline will be the largest U.S. built natural gas pipeline in more than 20 years. We are also providing work on several large-diameter pipeline projects, spanning hundreds of miles, for Enbridge. These projects will help provide reliable energy supplies to the United States.

We are also working on several major international projects. We are providing engineering services on the largest pipeline project in India, and on a large-diameter pipeline project that traverses over 100 miles of rough terrain in Peru.

Gulf emphasizes a strong commitment to future endeavors and diversification that will grow and advance the Company. We are always exploring new project opportunities that have the potential to expand our knowledge base and further set us apart from our competition.

With approximately 850 employees worldwide, Gulf has the ability to deliver unprecedented capabilities and resources. Our corporate office is located in Houston with satellite offices in more than seven different countries.



GULF INTERSTATE ENGINEERING



Your Benefits at Gulf



At Gulf, we want to reward employees for their dedication and contribution to the success of our Company. Our benefits offer an inclusive package, ensuring you are compensated for your hard work.

Compensation

Gulf offers highly competitive salary and benefit levels to reward individual ability and performance. We aim to attract, develop and maintain the best employees in the industry by offering very competitive salaries. Various positions also offer performance based incentives.

Retirement

Gulf promotes and encourages employees to plan ahead for their financial future. We offer participation in the Gulf Interstate Engineering Company 401 (k) Savings Plan, with a 100% match of your first 6% of savings with immediate vesting. This pre-tax salary can be invested in 17 different investment options. Our company match portion makes Gulf's contribution one of the highest in the industry, providing employees with greater opportunities to plan and manage their long-term retirement goals.

Insurance

Gulf offers comprehensive medical and dental insurance, using affordable providers with large local networks. Gulf provides Basic Life and AD&D Insurance and Long Term Disability Insurance at no cost to the employee. Gulf also offers Optional Life Insurance, Voluntary AD&D Insurance and supplemental insurance. These benefits become effective on your first day of work.

9/80-Work Schedule

Gulf works on a 9/80-work schedule, which compresses a two-week, 80-hour work period into nine normal workdays: Monday through Thursday are nine-hour workdays, with every other Friday an eight-hour workday. The alternate Friday is a day off.

Paid Time Off

Gulf works with a Paid Time Off (PTO) program. This program, compared to the traditional vacation and sick/personal time program, significantly increases an employee's time away from work. Unused PTO is carried over into the next year. In addition to PTO time, we also observe nine holidays each year.

Smart Financial Credit Union

All eligible Gulf employees and members of their immediate families are eligible to join the credit union. By becoming a member of the credit union you are offered superior service in helping to meet all of your individual financial needs.

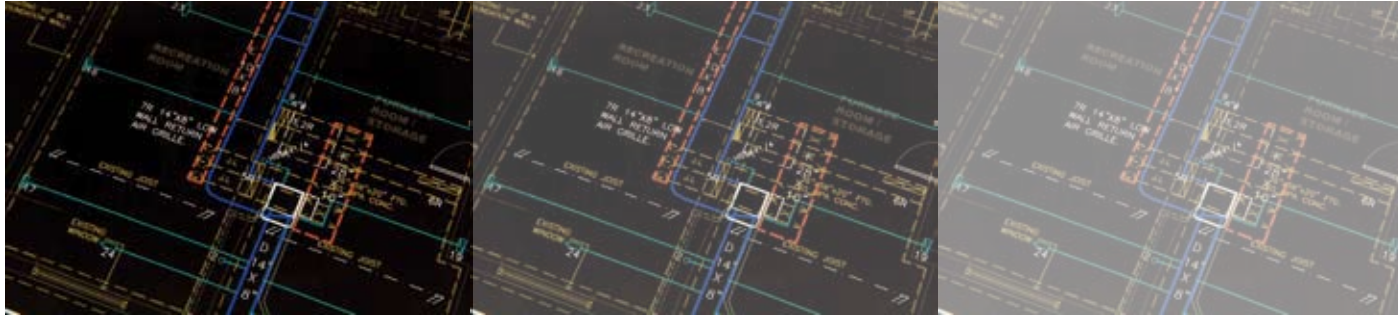
Scholarship Program

In support of continued education, Gulf has created a Scholarship Program to assist children, stepchildren, grandchildren, nieces and nephews of eligible employees.

*The benefits described above are in summary form only, for further details please contact our Human Resources Department. In the event of a conflict between this booklet and the official Benefits document, the terms of the Benefits document will control. Gulf reserves the right to eliminate or modify its benefits at any time.



Gulf's Technology & Innovation



With our employees using the industry's most cutting-edge technologies, Gulf continues to move above and beyond the competition. In each area of the Company's operations, Gulf stays at the forefront of advanced technology and proactively invests in the hardware, software, systems, tools and training that will add value to all the projects we complete. Using an array of industry standard and proprietary software, Gulf addresses computing requirements for all functions related to project management, financial analysis, engineering, design and construction management.

Our web-based solutions allow Gulf employees access to projects that have remote office locations. These solutions include corporate and project Intranets for project and construction management reporting. Document control, remote drawing reviews, file transfer and information sharing are other features of Gulf's virtual office approach. All project reporting, from engineering progress through daily field inspection reports is Web-enabled, allowing project personnel, corporate management and clients to review and comment via a browser interface.

Gulf employees are accomplished in the leading CAD software products in general use today: AutoCAD and MicroStation. In addition, they also use several CAD third-party software programs that tailor the generic CAD drawing environment to a particular design discipline; i.e., Mapping, Piping or Electrical. These advanced software programs offer additional tools and capabilities not available in the standard AutoCAD or MicroStation environment.

Gulf's offices contain hundreds of fully networked engineering and business workstations, enabling complete sharing of information and system resources. A collection of peripheral devices provides employees with an extensive capability to process and print large format, full-color graphic images for mapping applications and management presentations. E-mail, electronic conferencing and knowledge management are supported by round-the-clock high-speed Internet connections.



Areas of Opportunities at Gulf

Project Managers

Ten plus years experience in managing oil and gas pipeline and facility projects. Responsible for overall management of cost, schedule and quality for projects providing engineering, design, and procurement services. BS Engineering desired, with PE registration a plus.

Project Engineers

Five plus years experience supervising oil and gas pipeline and facility projects and multi-disciplinary engineering and design teams. Responsibilities will include technical oversight of design team, as well as management-level interface with procurement and administrative project groups. BS Engineering required, with PE registration a plus.

Pipeline Engineers

Significant experience in the issues affecting design of cross-country oil and gas pipelines. Must have knowledge of current construction practices. BS Engineering required.

Facilities Engineers

Significant experience participating in multi-disciplinary teams for the design and procurement of gas compressor stations, hydrocarbon liquid pump stations, meter stations, storage facilities, and oil/gas production facilities. BS in Engineering required, with PE registration a plus.

Project Controls Specialists

Candidate will be developing, managing, analyzing, and reporting the project scope, schedule, budget, manpower, earned value analysis and engineering deliverables. Responsible for deliverable reports, schedules, cost reports, work plans, progress reports, and many other project management commitments. Experience level varies.

Project Administration

Candidate must possess excellent written, verbal, and computer skills. Candidate must also be able to multi-task and have good organizational skills. Degree preferred.

Facilities Designers - Piping, Civil/Structural and Electrical/Instrumentation

Significant experience participating in multi-disciplinary teams for the design and procurement of gas compressor stations, hydrocarbon liquid pump stations, meter stations, storage facilities, and oil/gas production facilities. AutoCAD or MicroStation experience required.

Pipeline/Mapping Designers

Position requires extensive knowledge of survey data, pipeline construction layout, rights-of-ways, property plat drafting and aerial photography/imagery. AutoCAD 2004 or MicroStation V8 experience required. Knowledge of BlueSky Development AlignDB or ArcMAP/ArcGIS is a plus. Lead positions require minimum 10 years pipeline design and previous supervisory experience.

Procurement Specialists

Procurement Specialist with experience in equipment and materials for pipelines, compressor stations, and pump stations, utilizing MTOs, BOMs, and computerized materials management systems. Position includes Material Coordinators, Vendor Data Coordinators and Expeditors. Degree preferred.

Field Positions

Positions such as Field Service Coordinators, Field Engineers, Construction Engineers, Chief Inspectors and numerous other Inspectors of various disciplines.

GAP Program

Gulf places incoming graduates in the GAP Program. The goal of the GAP Program is to provide the future leaders of our company with the experience to excel in engineering or project management roles. The participant is placed in the Project Controls Department, where they will receive on the job training developing, analyzing, and reporting the project scope, schedule, budget, manpower, earned value analysis and engineering deliverables.

**We are seeking both recent graduates and experienced personnel.
Please check our website (www.gie.com) for a list of current openings.**



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