

WTS Mexico Presentation 2024

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WTS Energy World at a Glance

2000
Year
of Incorporation

With **20 offices across the world**, WTS Energy is a proud partner to major energy sector players

We proudly distinguish ourselves by holding our Client's and Consultant's **best interests at the core of our operations**

Our **20+ years of expertise** in the Energy Industry now enable us to offer a full range of **top-quality services**, across several business lines

EUR 90M+
Yearly
Turnover



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Our Mission

“To offer meaningful work around the world and help to protect the environment during the energy transition”

7 AFFORDABLE AND CLEAN ENERGY

8 DECENT WORK AND ECONOMIC GROWTH

By providing the **best** available workforce to companies within the **energy transition industry**

By taking solutions for companies within the energy transition industry **to remote places** around the globe.

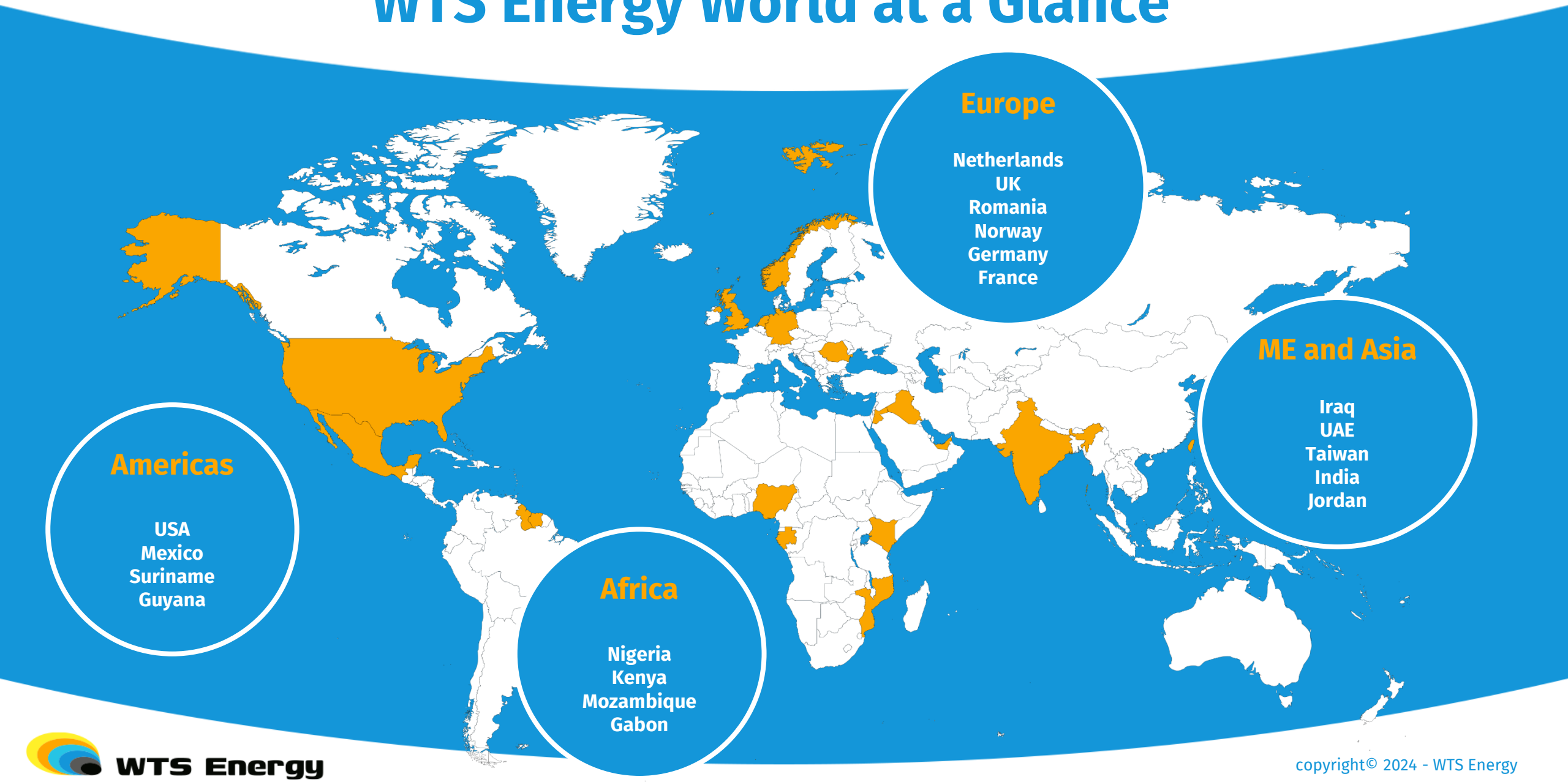
By **providing best** available local workforce to companies in **Oil & Gas**

By providing services to companies within the industry ensuring a **safe environment**

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WTS Energy World at a Glance



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WTS Energy in the Americas

Strong footprint in Houston (2004), Mexico (2016) and Guyana (2023)

Think global, act local
local content driven Organization in Mexico – providing specialized and consultancy services



Client list USA:, Schlumberger, EDP Renewables, Tritium, Freeport LNG, GLDD, Halliburton

Providing technical services, recruitment, executive search. Team of 10 specialized recruiters and HR experts in the energy industry

Client list Mexico: Mexico Pacific, ENI, Wintershall, TC Energy, Hokchi, Total, Cairn Energy

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Sectors & Services



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SPECIALIZED SERVICES – REFORM 2021

IMPACT

- **Outsourcing was made illegal** however **specialized services** are allowed if they qualify under the following requirements:
  1. Service Company to be registered under REPSE, a new system for Specialized Service Companies implemented by the Secretary of Labor and Social Prevention (STPS)
  2. Client is not allowed to subcontract services that are part of their Social Object stated in the Articles of Incorporation
  3. Client is not allowed to subcontract services that are part of their preponderant income, which is found in the annual tax declaration of Client.
  4. Contractor is not allowed to subcontract any part of the object of the contract between Client and Contractor
  5. Service company must report quarterly Service contracts in the new ICSOE and SISUB portals
  6. Service company to provide on a monthly basis compliance reports to Client (Tax, social Security, Labor contracts, Positive Tax Opinion, etc.)

SOLUTION WTS

- **Registered** on **August 03, 2021**, with registration notice **AR2141/2021** and Folio **36435** in order to deliver **Specialized Services under the same legal entity** changing the articles of Incorporation, Social Security Classes, Housing Fund Inscription Tax ID and Fonacot Inscription.
- **Approved services: Engineering** (all disciplines such as mechanical, drilling, petroleum, geology, geophysics, petrophysics, etc.), **HSE**, **Logistics** and **IT** for **Oil & Energy.**

WTS ENERGY MEXICO is one of the only companies that operates under the same company entity since its start up without necessity of opening a new entity due to the Reform

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SPECIALIZED SERVICES - SCOPE



Training on Technical Skills, HSE Trade Testing (onsite)

In House Project Management Project Engineering

20 Worldwide Offices Operational in **50** Countries

Local Logistic Support; Visa, Work Permits, Meet&Greet Services

Full Local Compliance; Taxes, Social Security Blue chip Approach

Extensive Track Record Managing **Local & Expatriate** Workforce

Local and Global Insurance Coverage

24/7 service

Full Operational Support **24/7**

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SPECIALIZED SERVICES - SUCCESFULL PROJECTS

CLIENT	PROJECT TYPE	PERIOD
Wintershall DEA	Exploration Drilling Campaign + Appraisal Well – Block 30	2020 – Ongoing
ENI MEXICO	Exploration, Production and Drilling	2017 – Ongoing
BORR DRILLING	Engineering Crane Support Service (12 rigs)	2022 - Ongoing
MODEC	Offshore Maintenance Support Services on FPSO	2023 - Ongoing
TOTAL ENERGIES MEXICO	Exploration Drilling Campaign Block 2 + 30	2018-2020 + 2023 - Ongoing
LUKOIL UPSTREAM*	Exploration Drilling Campaign – Yoti-1*	2020 – 2022*
HOKCHI ENERGY	Exploration Drilling and Plant Construction	2018 – 2021
CAPRICORN / CAIRN ENERGY	Exploration Drilling Campaign Block 9	2019 – 2021
SAIPEM	Exploration Drilling Campaign	2019 – 2020

CLIENT REFERENCE LETTERS + RECOGNIZATIONS ARE AVAILABLE

MODEC eni TOTAL wintershall dea HOKCHI energy Borr Drilling Capricorn

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DIRECT HIRE - SUCCESFULL PROJECTS

CLIENT	PROJECT TYPE	PERIOD
Mexico Pacific	Recruitment for Onshore, Field and Supervisor Positions for Soft-landing, EPC of LNG facilities & Admin. Projects.	2023 – Ongoing
Jaguar	Executive Search for Oil&Gas Fields Director(s).	2023 – Ongoing
TC Energy	Recruitment Campaign for Large Pipeline Projects in Mexico (approx 100 positions).	2022 – 2023
MODEC	Recruitment for Floating, Production, Storage, Offloading positions and Office Positions.	2020 – Ongoing
Wintershall DEA	Recruitment for Offshore, Onshore, Field and Office Positions.	2020 – Ongoing
SAIPEM	Recruitment for Oil&Gas Offshore and Onshore drilling operations.	2019 – 2020
HOKCHI / EMSEP	Recruitment for Drilling and Processing Plant Construction, Commissioning & Operation.	2018 – Ongoing
ABEINSA	Specialized Recruitment for Management positions.	2018 - 2019
DIAMOND GENERATION COMPANY (DGC / Mitsubishi)	Specialized Recruitment for Management and technical positions.	2018 - 2019
ENI MEXICO	Recruitment for Offshore, Onshore, Field and Processing Plant project.	2017 – Ongoing
TERNIUM	Recruitment Campaign for Plant Construction.	2017 - 2019, 2023
FERMACA	Recruitment Campaign : Gas Pipeline EPC (Compression Station).	2016 – 2018
BCYSA	Pipeline EPC + Compression Stations Recruitment.	2016 - 2018

CLIENT REFERENCE LETTERS + RECOGNIZATIONS ARE AVAILABLE

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DIRECT HIRE SERVICES



CLIENT REFERENCE LETTERS + RECOGNIZATIONS ARE AVAILABLE

FLEXIBILITY THROUGH

- Retained Search
- Contingent Search

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DIRECT HIRE – THE TEAM

LENNART RIETVELD
Regional Director



Experience:
13+ years of experience withing Oil, Gas, Energy & Recruitment in Mexico.
Founded office in Mexico in 2016

DAFNE ROBLES
SR Recruitment Consultant



Experience:
15+ years of experience withing IT, Oil, Gas, Energy & Recruitment in Mexico.
Current WTS´s Account Manager with TC Energy

LORELYS PEREZ
SR Recruitment Consultant



Experience:
10+ years of experience withing Oil, Gas, Energy & Recruitment in Mexico.
Former employee of Halliburton

CARLOS NAVEDO
SR Recruitment Consultant



Experience:
18+ years of experience withing Oil, Gas, Energy & Recruitment in Mexico.
Former employee of McDermott & Oro Negro

MARTHA SANTIAGO
Recruitment Consultant



Experience:
13+ years of experience withing Oil, Gas, Energy & Recruitment in Mexico.
Former employee of Dragados and TECHINT

ANGELICA LOZA
Jr Recruitment Consultant



Experience:
2 years of experience withing Oil, Gas, Energy & Recruitment in Mexico.
In charge of Social Media and Candidate engagement

JOSE ARCOS
Regional BD Manager



Experience:
12+ years of experience withing Oil, Gas, Energy & Recruitment in Mexico.
Current Client Manager with major EPC and O&G Accounts

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SPECIAL TAILOR MADE PROJECTS

BASED ON CLIENTS' REQUESTS SPECIAL PROJECTS ARE IMPLEMENTED. Examples:

CLIENT	PROJECT TYPE	PERIOD
BW OFFSHORE	OUTPLACEMENT CAMPAIGN OF FPSO CREW. (Approx. 100 Employees)	2022
INTERNATIONAL EPC COMPANY	REMUNERATION BENCHMARK	2023
INTERNATIONAL EPC COMPANY	SALARY COST CALCULATOR	2023
INTERNATIONAL OIL COMPANY	FAMILY PLACEMENT SERVICES	2023-Ongoing
INTERNATIONAL OIL COMPANY	SUBCONTRACTING LEGAL OPINION & PROJECT SET-UP RECOMMENDATION	2023
INTERNATIONAL OIL COMPANY	SUBCONTRACTING LEGAL OPINION & PROJECT SET-UP RECOMMENDATION	2022
INTERNATIONAL GAS COMPANY	MOBILIZATION POLICY + LEGAL FRAMEWORK	2023-Ongoing
INTERNATIONAL GAS COMPANY	VISA SET-UP & SUPPORT SERVICES	2023-Ongoing
INTERNATIONAL OIL & GAS COMPANY	EXPAT WORK SITUATION / SET-UP Mexico	2024

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HR CONSULTANCY SERVICES

AREAS OF EXPERTISE:

Phase 1 : Company incorporation & initial operations set-up

Company Setup
- Implementation of Complete Company Incorporation Process.

Pre-employment
- Guidance to future employees during the Hiring process.

Onboarding
- Introduction to the company, culture, values, etc.

Employee Management
- Complete supervision of the company personnel.

HR CONSULTANCY MANUAL AVAILABLE

FLEXIBILITY THROUGH:
- Pick & Choose Model
- Service Payments: Per Hour / Day / Activity / Month

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HR CONSULTANCY SERVICES

AREAS OF EXPERTISE:

Phase 2 : Accounting & Payroll Management

Payroll
- Setting up of Payrolling system & additional related management

Benefits
- Definition with/from client of full compensation package for employees.

Security
- Ensure National Compliance related to social security, MME, etc.

Compliance
- Supervision of full compliance regarding the complete contractual matters.

HR CONSULTANCY MANUAL AVAILABLE

FLEXIBILITY THROUGH:
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HR CONSULTANCY SERVICES

AREAS OF EXPERTISE:

Phase 3 : Employment terminations & Additional Services (EXPATs)

Offboarding

- Back up due to dismissals, legal queries, labor disputes, etc.

Migration

- Visa services, EXPATs Hiring process implementation & Follow up, etc.

HR CONSULTANCY MANUAL AVAILABLE

FLEXIBILITY THROUGH:

- Pick & Choose Model
- Service Payments: Per Hour / Day / Activity / Month

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WTS ENERGY - COMPLIANCE

COMPLIANCE IS KEY in MEXICO. WTS ENERGY MEXICO OPERATES AS FOLLOWING:

REPSE
Registro de Prestadoras de Servicios Especializados u Obras Especializadas

Registered and approved as Specialized Service Company under REPSE compliance

STPS
SECRETARÍA DE TRABAJO Y PREVISIÓN SOCIAL

Registered and approved as Specialized Recruitment Company

SAT

Positive Tax Opinion – Issued by Mexican Tax Office

INFONAVIT

Positive Opinion – Issued by Mexico Housing Fund Office

IMSS

Positive Opinion – Issued by Mexico Social Security Office

ISO 9001 CERTIFIED

To further demonstrate local compliance WTS Energy Mexico has implemented ISO 9001 locally instead of leaning on Corporate Certificate.

COMPLIANCE DOCUMENTS ARE AVAILABLE

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Contact

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