

RAISING THE BAR:

THE WOMEN OF VALIANT

Question 1

AS A WOMAN IN THE OIL AND GAS INDUSTRY, WHAT DOES INCLUSIVITY MEAN TO YOU?

It is practicing and providing policies that include women like myself and all individuals regardless of ethnicity, gender, or sexual orientation. My Valiant family has welcomed and accepted me for my thoughts and ideas and allow me to be part of a great business. I have never felt unwelcomed or unwanted, and at the same time, I am not treated differently in any way.

To me, inclusivity means everyone has a seat at the table and a voice in the conversation. The oil and gas industry has characteristically been a male-dominated workforce, and I think more companies like Valiant recognize the importance of soliciting input from a group that reflects a diversity of ideas and perspectives.

"I believe it means more open doors for women in the industry."

Question 2

HOW DO YOU THINK WORKING IN THE OIL INDUSTRY HAS INFLUENCED YOUR WORK MENTALITY?

I think I have learned the sense of urgency that comes with the nature of the industry and become familiar with the just-in-time delivery methods. It has also strengthened my critical thinking skills. No job is the same and you never get stuck with repetition.

Working in this industry has helped me be more forthright and direct when speaking in a group. There are a lot of strong voices in this industry, and I've learned how to earn a room's attention with confidence while still being receptive to input from others.

Question 3

"I see more women occupying leading manager roles as well as VPs."

Today, it's rare that I meet a woman who feels intimidated to apply for a job, a promotion, or to take on a high-profile project because she's not a man. I think it's a huge win for our society and for our economy that women are more confident and empowered to utilize their talents, competencies, and skills in the workplace.

IN YOUR OPINION, WHAT IS THE MOST SIGNIFICANT ACHIEVEMENT YOU SEE TODAY REGARDING THE ROLES OF WOMEN IN THE WORKPLACE?

Question 4

HOW DO YOU ENVISION THE EXPANSION OF WOMEN'S ROLES IN THE INDUSTRY?

Well, I like the steps that are being taken with the growth of leading women in management and I can see more women joining staff level positions in the future.

Today I think there is still an implicit gender bias towards men when we use words like CEO, entrepreneur, investor, and financial officer. As future generations of women become executives, entrepreneurs, and business owners I think we

are approaching a future where we don't assume that powerful business positions are held by men.

I would like to see more women in the field, not just in an office environment.

Question 5

WHAT OPPORTUNITIES HAVE YOU BENEFITED FROM THAT YOUR MOTHER OR GRANDMOTHER MAY NOT HAVE HAD?

"I attended college on a sports scholarship. I also returned to college to finish my master's degree in 2005. Both my mother and grandmother became mothers so early in life that they did not get to take advantage of more avenues to grow as women."

Question 6

BASED ON WHAT YOU KNOW NOW, WHAT ADVICE WOULD YOU GIVE YOURSELF AT THE BEGINNING OF YOUR CAREER?

"Volunteer more and take yourself out of your comfort zone more often."

"To be more aggressive with your goals. Do not let anyone hold you back!"

Question 7

WHAT ADVICE WOULD YOU GIVE TO YOUNG WOMEN ENTERING THE WORKFORCE TODAY?

Get involved and learn all you can. Never say, "I do not want to do something" or stand back and watch someone else do it. You will learn, you will grow, and opportunities will arrive.

Be Open Minded: It's great if you know exactly what aspect of a field you want to go into or have a specific job path in mind. But always be open to trying something new, especially as you start your career.

It's also important to **Get Comfortable with Self Promotion:** Most people hate promoting themselves, and women tend to find it in poor taste. But if you don't want to make your successes known, no one else is going to. Think of yourself as a brand – you need to market that brand if you want people to buy it! In fact, if you're really anxious about it, start off small by sending out an email to your closest friends and family telling them about a presentation you nailed. Work your way up to forwarding your

boss an email where a colleague praised you. You eventually want to get to a place where you're letting your larger network know about your professional successes, whether that's being appointed to a Board of Directors or winning an award. If you do it in a way that aligns with your personality and where you're expressing true excitement, appreciation, pride or honor of your accomplishment, no one is going to think you're obnoxious.

You worked hard for your successes – celebrate them!

HOW HAVE ATTITUDES TOWARDS GENDER EQUALITY IN THE WORKPLACE CHANGED SINCE YOU ENTERED THE WORKFORCE?

I feel like the idea and practice of gender equality is more widely accepted today, and I also believe women are becoming more knowledgeable and receiving better training to compete in these roles.

Social movements have contributed to this change—the feminist movement, equal opportunities legislation, the expansion of the service sector and the knowledge economy,

the ever-increasing cost of living and increased access to education. The rise in numbers has resulted in women entering a much broader range of occupations, from mainly supportive, nurturing roles such as teaching and nursing to every walk of occupational and professional life. Therefore, women are now found in occupations, industries, and roles previously regarded as the sole prerogative of men.

I have been in the workforce for many, many years. It is night and day compared to what it was when women “should answer phones & do paperwork.” I do believe that there may have been a time where women didn’t want to get their hands dirty, but the old stereotypes are changing, and women are taking on new challenges and pursuing new roles.

Returning to college to get my master’s degree, an MBA with a specialization in Human Resources Management.

I did not have an incentive to go back to school.

I had already achieved goals that my mom was not able to achieve, but I did return, and I stressed through all of the homework as well as raising my 4-year-old daughter. It was the best feeling ever.

Question 9

WHAT PERSONAL ACCOMPLISHMENT ARE YOU MOST PROUD OF? WHY?

Question 10

WHAT WOULD YOU SAY IS THE BIGGEST HURDLE WOMEN MUST OVERCOME TO BE SUCCESSFUL IN THE WORKFORCE TODAY?

The biggest hurdle for women, in my opinion, would be to get engaged at work and take initiative. We cannot sit back and wait for someone to hand us a leading role, we have to compete and earn it just like men should.

I think women need to overcome the perception that to be successful, you have to “act like a man.”

All women have the ability to lead, and it has nothing to do with foregoing femininity. It does, however, have everything to do with earning respect, taking responsibility, and upholding a professional reputation for producing high-quality work.

“The biggest hurdle is women being underestimated in the more physical “hands-on” positions. I know many women who could perform the same oilfield related jobs out in the field, as well as any man can do it.”

Question 11

WITHIN VALIANT, DO YOU HAVE ACCESS TO A NETWORK OF PEOPLE WHO SUPPORT AND COLLABORATE WITH YOU?

Yes, and everyone is willing to help you complete your task or least guide you to your goals.

When I started working at Valiant, I came from a different industry and didn't have the past work relationships that many of my coworkers had. Regardless, they welcomed me with open arms, and I feel lucky to have a diverse group of people here that always seem willing to offer their help. One of the things I love most about working at Valiant is that I can always find a resource to help me move forward on a project or provide a different perspective on an idea.

Question 12

WHAT ARE SOME WAYS THAT YOU HAVE SEEN VALIANT PROMOTE INCLUSIVITY AND GENDER EQUALITY?

We are a close family and we celebrate all. Valiant has surrounded us with leaders that welcome all ethnicities, gender and sexual orientations. There are awareness events, award ceremonies and just time we spend together celebrating achievements that are all impactful for women and all minorities.

Valiant's leadership is very supportive of employee-driven initiatives. If an employee has an idea for an event, club, or

program, everyone rallies together to make it happen. Everyone is encouraged to participate, and no one is looked over. Throughout Valiant, our teams are diverse in age, gender, ethnicity, and experiences because people are selected based on those who are the best fit for a position, and employees are given recognition and opportunities based on their capabilities, merit, and work ethic, not favoritism.

**At Valiant, we believe
our people can make
a difference, and they
prove it to us every day.**

By bringing together people of all types who share this vision, we can continue to raise the bar in safety, quality, and service for our customers and global partners.

If you are interested in learning more about our culture, [click here](#) to view Our Values. If you are interested in joining our team, please view our [Career Opportunities](#) page.



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