



**INSIDE THIS ISSUE:**

New Technologies	2
Just Something Fun	3
Events of Interest	4
Contact Us	4



**Keith Grimes, CEO**

Hi everyone and Happy New Year!

Oh nine was a tough one and I think we're all glad it's behind us. However, uncertainty in the industry remains high as we get into 2010. A Chinese proverb says that to be uncertain is to be uncomfortable, and to be certain is to be ridiculous. So, we'll keep a close watch on what is happening and continue to work as closely as possible with our clients and consultants so that we all have a better year than the last one.

We are planning some new things at Hamilton and I will be telling you about them in the coming months – stayed tuned!

Regards,

## The People Challenge : No Reserved Seat

If you think the “people challenge” is only the “big guy” challenge, think again! The crew change and the adoption of new technologies is a phenomenon affecting all players in the energy space not just the larger operators.

The good news is that smaller companies are not at a disadvantage to take action because the solution is really with the people themselves. The “people challenge” is twofold: first, it is about the adoption of new ways of working to better integrate new tools and to tailor these new tools to work with you ( not against you); and second, it is about embracing a work environment suitable for both the “old timers” and “generation Y “ (the babies of the baby boomers).

I’ve been told numerous times that adopting new digital technologies in a US brown field project is like solving the squaring of a circle... but I always turn back to the advice of my outstanding organizational behavior teacher who confided that the solution is actually within the resisting people or organization. Indeed the hurdle can be personal, organizational or both! Contrary to our belief there is light at the end of the tunnel and it is not a train speeding at us! Like martial arts, the challenge is to use the changing force to our advantage rather than against us.

***“The challenge to progress lies only with our resistance to change. Efficient communication can go a long way to alleviate that resistance! “***

I remember a few years ago having installed one of the first Wi-Fi field-based telemetry networks in the Colorado Mountains. While the direction of the company was to secure direct reading of the field measurements in Denver, the local crew was skeptical at best. The implementation ran into many delays due to local “unforeseen events”. Eventually we got it all working and the extra time for the implementation allowed enough face time for me to create the right “chemistry” between the “old timers” and the young recruit to bond around a new technology. The wise shared experiences with the young who, in turn, shared how to master the magic of a keyboard and web based applications with their seniors!

Where once there was a generation divide and a suspicious apprehension of technology deployment, now there emerged a forceful team advocating technology adoption. Now they could enjoy checking for alerts from home on well designed interfaces to anticipate their daily work load. They morphed from a milk-run operation to a preventive maintenance approach!

The challenge to progress lies only with our resistance to change. Efficient communication can go a long way to alleviate that resistance!

Phillippe Flichy  
[www.io-hub.com](http://www.io-hub.com)

---

## Just Something Fun: Claude Thorp

I'm a 1974 graduate of the University of Texas. As a high school senior I was in Austin when UT beat Arkansas in 1969 and was part of the celebration on the drag right afterwards. I love Longhorn sports, am a little superstitious but I'm a TV guy rather than go to every game.

For the January 2006 National Championship Football game between UT and USC, I was at my sister-in-laws in The Woodlands at a going away party for my niece. Everyone promised my father-in-law and I that we could watch the game without any interruption. Frustrated by trailing 38-26 with just over six minutes to play, WE LEFT.

Listening to the end of one of the greatest games in UT football history on the radio wasn't exactly the same as being at the Rose Bowl; but the superstitious side of me KNOWS that if we would have stayed to watch that last six minutes, UT would have never scored.

Fast forward to January 7<sup>th</sup> of this year where I made sure that my father-in-law and I could watch the game with little interruption up in my movie room. As I was getting snacks and drinks together, I came up with a wonderfully fun idea. I decided to drink an Orin Swift, "The Prisoner" bottle of wine that my good friend AND AGGIE gave to me the year before. I saw a lifetime of giving him grief about my drinking his wine during our national championship.

I was actually sharing my plan with my father-in-law, taking a nice sip of wine, when Colt McCoy was injured. If I would have just had a Shiner, Colt would have never been hurt. I can't believe that AGGIE GIFT cost UT a national championship.

Just to be safe I'm going to stick with Hurricanes during the Super Bowl.

***"If I would have just had a Shiner, Colt would have never been hurt."***

## Events of Interest

Houston NAPE Expo  
February 10 – 12, 2010  
GRB Convention Ctr.

[More Information](#)

SPEI: Intro. To Managed  
Pressure Drilling  
February 1, 2010  
New Orleans, LA

[More Information](#)

Hamilton's wide range of service offerings come from the combination of three companies:

**Hamilton Engineering Inc.** (Houston, TX), founded in 1976 by Lacy Hamilton, specializes in providing consultants for the planning and supervision of petroleum related drilling, completion, and well workovers in nearly every oil producing state in the United States and over twenty foreign countries.

**Petroleum Engineers Inc.** (Lafayette, LA & Houston, TX), founded in 1970 by Don E. Claxton, Alvin Bellaire, Jr. and C. F. "Skip" Kimball III, specializes in providing the upstream industry with drilling and completion project management services as well as professional engineers, well site supervisors and technical services at a moments notice, worldwide.

**Atlantis E&P Services Inc.** (Houston, TX), founded in 2001 by Terry Clark, specializes in providing experienced reservoir and geoscience consultants with backgrounds in conventional and unconventional reservoirs in both domestic and international settings.

In addition to the services provided by these three companies, our companies have recently added drilling fluids management, IT, real-time data and full-time placement services.

## Offices

### Houston, TX

3 Riverway  
Suite 1500  
Houston, TX 77056

Main 713.956.0956  
Fax 713.956.0365

### Lafayette, LA

500 Dover Blvd.  
Suite 310  
Lafayette, LA 70503

Main 337.984.2603  
Fax 337.984.0854

## Email Us

### Hamilton Engineering

[Clyde F. Neely](#)

### Petroleum Engineers

[Al Bellaire](#)

[John Talbot](#)

### Atlantis E&P Services

[Claude W. Thorp Sr.](#)

### Hamilton Group Management

[Keith Grimes – CEO](#)

[Ken Thomas – CFO](#)

[Chuck Brown - President](#)

### Hamilton Group Recruiting

[Kris LaBlue](#)

[Mahlon LeBlanc](#)

[Hunter Sandridge](#)