

The PIOGA Press

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Pennsylvania Independent Oil & Gas Association
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2025 Corporate Reporting Requirements Bring Big Changes for Pennsylvania Companies

Todd Pappasergi, Esq. PIOGA's General Counsel & V.P. of Government Affairs

For any corporate entity within the Commonwealth of Pennsylvania, 2025 will bring at least one, but likely two, significant changes to corporate reporting and registration requirements: one at the state level, and another for the federal government. Assuming that both of these changes go into effect (*more on that below*), the failure of business organizations, corporations, and companies to follow these new requirements could result in heavy sanctions, including fines, penalties, and even the loss of your company's name.

What are the changes?

At the federal level, the Corporate Transparency Act of 2020 ("CTA"), which was part of broader anti-money laundering legislation, became law on January 1, 2021. In the absence of an exemption, the CTA requires certain business entities to file information regarding a company's "beneficial owners" with the Financial Crimes Enforcement Network (FinCEN) division of the U.S. Treasury Department. At the Pennsylvania state level, every registered business formerly was required to file a decennial statement every ten years with the Pennsylvania Department of State's Corporations Bureau. This changed with Act 122 of 2022, such that beginning in 2025, the decennial statement is now an annual statement to be completed and filed every year.

Corporate Transparency Act

Over the last six months, much of the news around the CTA has concerned the ping pong game in the courts of whether the CTA itself is constitutional and enforceable.

Before discussing enforcement of the CTA, however, let's recap what the CTA actually requires businesses to do. For the past decade, Congress has attempted to "crack down on anonymous shell companies, which have long been the vehicle of choice for money launderers, terrorists, and criminals." Office of Representative Carolyn Maloney, Press Release, "Maloney Celebrates Inclusion of Corporate Transparency Act in FY2021 NDAA" (Nov. 19, 2020). As part of this "crack down," the CTA requires "reporting companies" to provide identifying information on its "beneficial owners." Reporting companies are any business entity operating within the United States, and their beneficial owners are those individuals within the reporting companies that have at least a 25% interest and/or exercises substantial control over a reporting company. The CTA provides a long list of exempt business organizations that are not required to file a CTA report; for PIOGA-member purposes, the two exemptions that likely will have the most impact are **(1)** a tax-exempt Section 501(c) corporation or charitable trust, and **(2)** companies with more than 20 full-time employees with more than \$5 million in gross sales or receipts.

The CTA requires non-exempt business entities to provide the name, address, date of birth, and government identification information (*i.e., driver's license or passport*) to FinCEN. The form is extremely straightforward and may be filled out on FinCEN's website at <https://boiefiling.fincen.gov>. There is no fee to file the form, either. Generally, the information provided in the form will remain confidential within

Continued on page 3

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PIOGA's Diversity Committee's Historical Influences in Oil & Gas

Alice H. Parker

Inventor of the gas-heating furnace

Alice H. Parker was a Black American inventor who patented a gas furnace in the early 20th century. Her invention played a key role in the development of central heating systems in homes and buildings worldwide.

Parker felt that the fireplace alone was not enough to keep her and her home warm during the cold New Jersey winter, and went on to design the first gas furnace that was powered by natural gas and the first heating system to contain individually controlled air ducts that distributed heat evenly throughout the building.

Parker was born in 1895 in Morristown, New Jersey, where she grew up. Parker attended Howard University Academy, a high school associated with Howard University, she was awarded a certificate with honors in 1910.[6] According to census data, Parker was a cook in the kitchen in Morristown, New Jersey, and lived with her husband, a butler.

In 2019, the National Society of Black Physicists honored Parker as an "African American inventor famous for her patented system of central heating using natural gas." It called her invention a "revolutionary idea" for the 1920s, "that conserved energy and paved the way for the central heating systems."

Link: https://en.wikipedia.org/wiki/Alice_H._Parker



Reporting *Continued from page 1*

the Department of the Treasury. The two main exceptions to this are (1) law enforcement or judicial actions/orders; and (2) financial institutions completing federal due diligence requirements. The CTA requires all non-exempt entities formed prior to January 1, 2024, to file the beneficial ownership form no later than January 1, 2025. Thereafter, beneficial ownership forms need only be submitted when a change in beneficial owners occurs; or, for new companies, within thirty days of formation of the company.

But wait!!! This is the February 2025 PIOGA Press!! I've missed the deadline!

In short, no, you haven't. In 2024, federal lawsuits were filed to rule that the CTA was unconstitutional and not enforceable, beginning the previously mentioned judicial ping pong game. Initially, federal trial courts agreed with the challengers and issued a nationwide injunction prohibiting FinCEN from enforcing the CTA. The government appealed, and the U.S. Circuit Court of Appeals first stayed the injunction, but then later reinstated it. The government again appealed, this time to the U.S. Supreme Court, which again stayed the injunction – meaning that the CTA could be enforced – while returning the case to the Court of Appeals for full argument.

What does all of this mean? With the case still on appeal, both FinCEN and the Trump Administration have placed a pause on all CTA enforcement. In other words, reporting companies as of right now are not required to file a beneficial owner report. However, FinCEN and the Treasury Department are still anticipating enforcing the CTA in the future so long as the courts agree, so FinCEN is accepting voluntary submissions of the report.

Finally, should CTA enforcement begin again, penalties for failing to file a beneficial owner report include civil penalties of \$500 per day (*adjusted for inflation, so the current penalty is actually \$591 per day*), along with criminal penalties of fines and incarceration for willful violation of the act. The penalties and criminal consequences can be imposed on both the company and the company's responsible individuals.

Pennsylvania's New Annual Reporting Requirement

With the passage of Act 122 of 2022, Pennsylvania changed the decennial reporting requirement for Pennsylvania's businesses to an annual reporting requirement. Unlike the CTA, the new report is required to be filed by every registered business entity in the Commonwealth every year – there are no exemptions.

Annual reports may be filed online at

<https://www.pa.gov/agencies/dos/programs/business/types-of-filings-and-registrations/annual-reports.html>

The type of information collected in the annual report is the same as what was required for the every ten years decennial report: (1) Business name; (2) Jurisdiction of formation; (3) Registered office address; (4) Principal office address; (5) Name of at least one governor (director, member, partner, etc., depending on type of association); (6) Names and titles of the principal officers, if any; and (7) Entity number issued by the Pennsylvania Department of State. The fee to file is \$7 (*the fee for the decennial report was \$70, so there is no fee increase here*). Annual reports may be filed beginning in January of every year. For profit and non-profit corporations must file by June 30; LLCs must file by September 30; and all other entities such as partnerships, trusts, and associations must file by December 31.

Penalties for failing to comply with Act 122 will not begin until 2027, but the penalties will be severe. Beginning with Annual Reports due in 2027, associations that fail to file annual reports in the 2027 calendar year will be subject to administrative dissolution or termination six months after the due date of the Annual Report. This means your company essentially will not be a registered business in Pennsylvania, subjecting your company to other legal issues such as revocation of permits, licenses, and certificates. It also means that your company's name will be up for grabs, and you could have to choose a new name for your company if someone else takes it. A reinstatement process exists, but it will essentially be like re-registering your company all over again.

What's Next?

While the CTA's viability remains extremely questionable, the new annual requirements under Act 122 are here to stay. More than ever, it remains very important to keep your corporate records up to date and organized, as the failure to follow these new laws could have dire consequences for you and your company. ■



Todd Pappasergi, Esq. -
PIOGA.

The Trump Administration - A Focus on the Oil & Gas Industry

On January 20th, Trump defended his agenda of higher oil and gas output, by declaring that the US is in an energy emergency. Since his inauguration, he has signed executive orders that would make it easier to produce oil and gas in the US.

Trump's mantra of "drill baby, drill" seems to be a promise that Trump is going to fulfill. Stating at his inaugural address, "We (United States) will be a rich nation again, and it is that liquid gold under our feet that will help to do it."

This article breaks down the president's Executive Order 'Unleashing American Energy' and further details Trump's actions, legislation and promises for the oil and gas industry through recent news stories.

Unleashing American Energy

(<https://www.whitehouse.gov/presidential-actions/2025/01/unleashing-american-energy/>)

White House – Executive Order. 1.20.25

Details of the Executive Order (Policy)

- To encourage energy exploration and production on Federal lands and waters
- To establish our position as the leading producer and processor of non-fuel minerals, including rare earth minerals
- To protect the United States economic and national security and military preparedness by ensuring that an abundant supply of reliable energy is readily accessible.
- To ensure that all regulatory requirements related to energy are grounded in clearly applicable law.
- To eliminate the "electric vehicle (EV) mandate" and promote true consumer choice.
- To safeguard the American people's freedom to choose from a variety of goods and appliances
 - Including but not limited to light bulbs, dishwashers, washing machines, gas stoves, water heaters, toilets and shower heads.
- To ensure that the global effects of a rule, regulation, or action shall, whenever evaluated, be reported separately from its domestic costs and benefits.
- To guarantee that all executive departments and agencies provide an opportunity for public comment and analysis.
- To ensure that no Federal funding is employed in a

manner contrary to the principles outlined (in document), unless required by law.

Section 3 of Executive Order:

- Immediate Review of All Agency Actions that Potentially Burden the Development of Domestic Energy Resources.

Section 4 of Executive Order:

- Revocation of and Revisions to Certain Presidential and Regulatory Actions

The following are revoked and any offices established therein are abolished:

- E.O. 13990 – Protecting Public Health and the Environment and Restoring Science to Tackle the Climate Crisis
- E.O. 13992 – Revocation of Certain Executive Orders Concerning Federal Regulation
- E.O. 14008 – Tackling the Climate Crisis at Home and Abroad
- E.O. 14007 – President's Council of Advisors on Science and Technology
- E.O. 14013 – Rebuilding and Enhancing Program to Resettle Refugees and Planning for the Impact of Climate Change on Migration
- E.O. 14027 – Establishment of the Climate Change Support Office
- E.O. 14030 – Climate-Related Financial Risk
- E.O. 14037 – Strengthening American Leadership in Clean Cars and Trucks
- E.O. 14057 – Catalyzing Clean Energy Industries and Jobs Through Federal Sustainability
- E.O. 14072 – Strengthening the Nation's Forests, Communities, and Local Economies
- E.O. 14082 – Implementation of the Energy and Infrastructure Provisions of the Inflation Reduction Act of 2022
- E.O. 14096 – Revitalizing Our Nation's Commitment to Environmental Justice for All
- All activities, programs and operations associated with the American Climate Corps

Section 5 of Executive Order:

- Unleashing Energy Dominance through Efficient Permitting
 - To expedite and simplify the permitting process.

Continued on next page

— Following the provision of guidance – a working group will coordinate the revision of agency-level implementing regulations for consistency.

—The Secretaries of Defense, Interior, Agriculture, Commerce, Housing and Urban Development, Transportation, Energy, Homeland Security, Environmental Protection Agency, Council of Environmental Quality and the heads of any other relevant agencies shall undertake all available efforts to eliminate delays within their permitting processes.

— The National Economic Council and the Director of Legislative Affairs will prepare recommendations to Congress on interstate energy transportation and provide recommendations for the Federal permitting process (streamlining).

Section 6 of Executive Order:

• Prioritizing Accuracy in Environmental Analyses

— In the Federal permitting process, all agencies should adhere to relevant legislated environmental requirements. Anything beyond these requirements is eliminated.

— The Interagency Working Group on Social Cost of Greenhouse Gases is disbanded and any guidance or document issues by the working group is withdrawn.

— “Social Cost of Carbon” Calculation – EPS shall issue guidance to address the inadequacies of the calculation and consider eliminating “social cost of carbon” from Federal permitting.

Section 7 of Executive Order:

• Terminating the Green New Deal

— All agencies to immediately pause disbursement of funds appropriated through the Inflation Reduction Act

— When procuring goods/services, agencies are to prioritize cost-effectiveness.

Section 8 of Executive Order:

• Protecting America’s National Security

— Secretary of Energy will restart reviews of applications for approvals of liquified natural gas export projects ASAP.

— Administrator of the Maritime Administration (MARD) will review the previous records of decisions on any proposed deepwater port for export of liquefied natural gas (projects)

Section 9 of Executive Order:

• Restoring America’s Mineral Dominance

— All relevant agencies will identify actions that

impose undue burdens on the domestic mining and processing of non-fuel minerals and revise/rescind actions.

— Focus on enhancing mining and refining critical minerals. ■

Recent news stories that detail Trumps actions, legislation and promises for the oil and gas industry.

Trump declares a national energy emergency and moves to boost US production of oil and gas - *MSN.com*

– 1.22.25. *Catherine Boudreau, Dominick Reuter, Chris Panella.*

Breakdown of the article:

- First day in office, President Trump signed a declaration of a national energy emergency, an executive order that will allow for accelerated permitting for energy projects.
- January 20th – Trump signed an executive order reversing Biden’s restrictions on oil and gas exploration in the Alaska.
- Trump promised to lower prices and “export American energy all over the world.”
- Trump said he would end the Green New Deal and cancel the electric vehicles mandate.
- Trump stated he would end leases to wind farms and withdraw from the Paris Climate Accord.
- Trump’s nominees for the Energy Department and Interior Department are both pro fossil fuels.

What to know about Trump’s first executive actions on climate and environment - *The Associated Press* – 1.25.25. *Melina Walling.*

Listed below are some of Trump’s most notable moves affecting climate and environmental issues in his first week:

- Pulling the U.S. out of the Paris Agreement - meaning the federal government will not be trying to meet emissions reduction targets.
- Declaring a “national emergency,” doubling down on oil and gas - Order urges oil and gas expansion including through federal use of eminent domain and the Defense Production Act
- Trump opened up areas in the Artic National Wildlife Refuge for drilling.
- Revoke Biden’s goals on electric vehicles - Trump promised to eliminate Biden’s goals for EVs and to repeal the \$7,500 tax credit for new EV purchases.
- Eliminate a push for environmental justice.

Continued on page 6

Trump Tariffs Could Hurt Oil Companies and Increase Gas Prices - *NY Times* – 1.31.25. *Rebecca F. Elliott*

Some oil refineries will probably struggle to replace imported crude oil if President Trump imposes 25 percent tariffs on products from Canada and Mexico.

- The US is the world's largest oil producer, but refineries are designed to turn a mix of different types of oil into fuels like gasoline and diesel.
 - Roughly 60% of crude oil that US imports come from Canada and 7% from Mexico.

- Costs may not be significant if tariffs are only in place temporarily or if the Trump administration allows refiners to obtain waivers to keep buying Canadian and Mexican crude.

Things to know about the Trump administration order on miles per gallon for cars and pickups - *MSN* –

Associated Press. 1.31.25. *Alexa St. John*

Sean Duffy, the new U.S. Secretary of Transportation, ordered the federal agency in charge of fuel economy standards to reverse them as soon as possible.

- Trump administration stated eliminating the rules will increase Americans' access to full range of gasoline vehicles they need and can afford.
- Duffy said, "artificially high" standards force car manufacturers to phase out gasoline powered vehicles, making cars more expensive for buyers and "destroying consumer choice at the dealership."

Trump packs EPA with chemical, oil industry alumni -

MSN – *The Hill*. 1.29.25. *Rachel Frazin*.

A significant number of political appointees who have joined the Environmental Protection Agency (EPA) under President Trump used to work or have lobbied on behalf of the chemical and fossil fuel industries.

Trump Administration Day One Executive Orders: A Transformation of American Energy and Environmental Policies - *Babst Calland* (Ben Clapp, Gary Steinbauer, Mackenzie Moyer, Christina Puhnaty, Alexandra Graf).

On January 20, 2025, the Trump administration issued a suite of Executive Orders and memoranda signaling a dramatic shift in American energy and environmental policy. Collectively these actions, among a historically large array of "Day One" orders issued by the administration, aim to stimulate domestic energy production (with a focus on oil, natural gas, coal, hydropower, biofuels, critical minerals, and nuclear energy

resources), expand energy transmission infrastructure, enlarge refining capacity, and streamline environmental permitting and review requirements for energy production and infrastructure projects while canceling Biden-era domestic climate policies, disengaging from international climate agreements, and curtailing leasing and permitting for offshore and onshore wind energy projects.

In conjunction with these Executive Orders and memoranda, the Trump administration carried out a sweeping revocation of Biden-era Executive Orders, including orders relating to energy policy and environmental regulation, climate initiatives, promoting electric vehicles, environmental justice, the withdrawal of areas of the Outer Continental Shelf from oil and gas leasing, and the implementation of the Inflation Reduction Act and Infrastructure Investment and Jobs Act.

President Trump also issued a Day One memorandum implementing a regulatory freeze requiring agencies to refrain from proposing or issuing any new rule and withdraw rules that have been finalized but not yet been published in the Federal Register, until those rules are approved by the new agency head. The memorandum also directs agency heads to consider postponing for 60 days the effective date of any rules that have been published or issued but have not taken effect, for the purpose of reviewing any questions of fact, law, and policy that the rules may raise. Some Biden-era rules relating to energy and the environment appear to be subject to this freeze, however, the overall impact of the freeze appears to be limited.

More detailed reviews of these actions are available at the links below.

- **Energy Policy**
- **Regulatory Freeze**
- **Key Environmental Regulatory, Permitting, and Enforcement Implications**

Additional actions by President Trump on energy and environmental issues are expected, and legal challenges are practically certain as federal agencies take concrete steps to implement these directives. We are tracking these matters closely and will issue future Alerts as significant developments arise. ■

Link: <https://www.babstcalland.com/news-article/trump-administration-day-one-executive-orders-a-transformation-of-american-energy-and-environmental-policies/>

PIOGA 2025 Changes

Update by Dan Weaver - PIOGA President & Executive Director

Thank you to all our PIOGA Partners and everyone that attended any of our events last year. You - our members - have spoken; we listened and there are some **significant changes coming in 2025**.

We understand in this economy and with historic depressed commodity pricing that everyone is trying to do more with less. People simply do not have the “free time” or the budgets to attend events every month.

In response to noted issues, **PIOGA has decided to have four major events in 2025**: the Spring Meeting “A New Direction...Maybe?” on April 17; a clay shoot in June; a golf outing in August; and the annual meeting in October. In addition, this year, the Membership Committee will be hosting a variety of networking events throughout the state.

PIOGATechs will continue as is – having four PIOGATechs in 2025. This will allow for ample opportunities to increase your knowledge while earning credits at the training(s). If you want to get the most exposure for your business, consider becoming a PIOGA Partner. For our past ‘Golf Partners’ and ‘Clays Partners’ you will notice that the level of membership has changed to the ‘Sporting Event Partner.’ The Sporting Event Partners will still receive eight entries but will be given the choice to utilize however one deems most suitable for you and your business.

We appreciate all your support and look forward to seeing you at one and hopefully all of our events this year.

Additional information on PIOGA Partners can be found on Page 14.

PIOGA Event Schedule (More information will be available soon - make sure to check on PIOGA’s event page at pioga.org)

April 17 - PIOGA Spring Meeting

June - Clay Shoot (date and location TBD)

August - Golf Outing (date and location TBD)

October - Annual Meeting (date and location TBD)

Throughout the year - the **Membership Committee** will be hosting networking events. Events will be advertised to members via PIOGA newsletters, emails and website.

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PIOGATechs - quarterly (4) - schedule and topics will be advertised to members via PIOGA newsletters, emails and website.

PIOGA Committee Schedule for 2025

Membership Committee

March 11; April 8; May 13;
June 10; July 8; August 12;
September 9; October 14;
November 11; and December 9

Legislative Committee

March 6; April 3; May 1;
June 5; July 3; August 7;
September 4; October 2;
November 6; and December 4

Market Development and Environmental Committee

March 12; April 9; May 7
June 11; July – Enjoy
Summer - month off!
August 13; September 10;
October 9; November 12;
December 10

Tax Committee

April 22; July 22;
October 21

PIOGA Committee Chairs and Staff are **hoping to see more people involved with committees in 2025!**

Please contact Deana McMahan at deana@pioga.org or 724-933-7306 ext. 23 if you are interested in joining a committee or have any questions on the schedule.

Committee meetings are for PIOGA members only and dates/times are subject to change. Go to www.pioga.org for updates.



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Employer Guidance for Workplace Interactions with ICE

Babst Calland

Stephen A. Antonelli, Esq. and Alexandra G. Farone, Esq.

The new presidential administration's efforts to prioritize immigration law enforcement has resulted in increased activity by U.S. Immigration and Customs Enforcement (ICE) and an uptick of questions from employers about how to handle ICE investigations. This Alert provides guidance to employers for potential interactions with or inspections by ICE at the workplace, including preliminary actions, suggested steps during an ICE visit (whether announced or unannounced), and follow-up recommendations.

There is a common misconception that only employers that specifically seek or intentionally hire unauthorized workers are at risk of a visit from ICE. However, there are multiple avenues by which a generally law-abiding employer may find itself unknowingly employing an unauthorized worker. For example, an individual may have presented the employer with fraudulent documentation for the Form I-9 employment eligibility verification, and the employer may not have realized the document was inauthentic. Or an employer may have lawfully hired a noncitizen with proper employment paperwork but later may forget to reverify the worker's Form I-9; in this instance, the individual's work authorization could lapse or expire without the employer noticing.

To the extent an employer's office or work facility is private property, employers have certain legal rights when faced with an ICE arrival. Employers should become familiar with their rights and best practices in the event of an ICE visit to minimize the risk of inordinate disruption to the workforce or operations, or the unauthorized seizure of company property and information. Employers should seek to balance (1) lawful compliance and cooperation with (2) private property rights and a general duty of care for employees.

Babst Calland recognizes that the topics of immigration enforcement and undocumented persons have been politicized. We therefore offer this guidance objectively, without advocating for any particular position beyond what is legally required.

Recommended Precautionary Actions Before ICE Arrives

1. Designate Public and Private Spaces

ICE agents can only be present in areas open to the public (such as parking lots, reception areas, lobbies, etc.) with-

out a judicial warrant or specific employer consent.

Therefore, employers should clearly identify the boundaries of non-public areas with signs such as "Private" or "Non-Public Area" to avoid ambiguity. Once signs are posted, management should explain these "new" boundaries or designations to the workforce, with special emphasis on its explanation to security guards, receptionists, and other public-facing employees.

2. Understand the Types of Documents ICE Could Present

With a few exceptions, ICE generally cannot lawfully search persons or private spaces, or seize persons or private property, without certain documentation¹. As explained below, employers should ensure that key personnel are trained to identify and/or differentiate these documents.

A **judicial warrant** provides the broadest search and/or seizure rights. A judicial warrant can be either a search warrant or an arrest warrant. A judicial warrant must be signed and dated by a judge or magistrate and it must describe with particularity the place to be searched, and/or the person or items to be seized. A judicial warrant will have the name of a court at the top of the document. Only a valid judicial warrant permits an ICE agent to enter private/non-public spaces at the workplace, and only a valid judicial warrant requires cooperation. Employers must strictly comply with judicial warrants, but it is not required to take any action to assist ICE beyond what is reasonably required by the judicial warrant. For example, an employer can be required to move an employee identified in the warrant into a contained area for questioning, but it cannot be required to sort employees into groups by citizenship status or nationality for an inspection by ICE.

An **administrative warrant** is much more limited than a judicial warrant. An administrative warrant is signed by an immigration officer, and it allows ICE to arrest noncitizens suspected of committing immigration violations. An administrative warrant is typically identified as a document issued

¹ While police officers are allowed to search and arrest without a warrant in the event of different types of emergencies such as while in "hot pursuit" of a criminal suspect, ICE agents are not police officers (regardless of whether their uniforms say "Police"). ICE agents may not search and seize without a warrant if they are merely in "hot pursuit" of a suspected undocumented person. Under applicable law, this type of warrantless search or seizure is only permitted if the agent is in "hot pursuit" of an individual who "poses a public safety threat" or who the agent personally observed crossing the border.

Continued on page 12



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Reserve Estimation - Logan Kowcheck 1.16.25.

On average, reserves represent greater than 60% of a producer's total assets on the balance sheet. Reserve estimation is a complex, imprecise process requiring a synthesis of diverse data about the geologic environment, reservoir rock structure and other characteristics and engineering analysis. Due to the material balance and highly sensitive estimation process, reserves are generally a high-risk area for financial statement users and auditors. Below we'll take a closer look at the reserve process and the information necessary to create as accurate of a reserve report as possible.

General Estimation Methods — There are four common approaches to estimating reserves:

1) Analogy employs experience and judgment to estimate reserves based on observations of similar situations (i.e. nearby producing wells) and consideration of hypothetical performance. It's used most when data is unreliable and/or insufficient to warrant the use of other estimating methods. Analogy alone is considered to have a low degree of accuracy relative to other methods, but any reserve estimation method employs some degree of analogy in application.

2) Volumetrics calculates the hydrocarbons in place, and an estimate of those recoverable, by using a combination of measured physical data and estimates for certain unmeasurable data. Factors like rock and fluid properties are combined with estimates of the reservoir volume derived from seismic and/or drilling information to determine quantities that can be economically recovered. The volumetric method is most commonly used in newly developed and/or non-pressure depleting reservoirs. Overall, it has a low degree of accuracy, though good rock quality, well control and uncomplicated reservoirs can improve precision.

3) Performance Curves. For many properties, oil and gas production rates and reservoir pressures decline in patterns or curves that can be extrapolated to estimate future production. Historical production is plotted on a logarithmic graph scale to identify trends; engineers end the curve extrapolation and future production when the production rate declines to the property's economic limit. This limit occurs when production is too low to provide monthly cash inflow from production sales in excess of monthly cash outflow for operating costs.

Performance curves are considered to provide more precise estimates than volumetric or analogy approaches. Most commonly used after production is established, accuracy generally improves as historical data accumulates. The analysis of decline curves requires special attention when 1) wells are not producing at capacity; 2) the number of producing wells is changing; 3) operating practices change; or 4) completion zones are not consistent over time.

4) Material Balance Analysis involves complex calculations based on analysis of the relationship of production and pressure on well performance. It recognizes that reservoir pressure declines as more fluid is removed. Accuracy of this method is directly related to the quantity and quality of relevant data. Obtaining the data necessary to justify such a detailed study is relatively expensive.

Information Needed for Reserve Estimation — In addition to the geologic and engineering data referred to above, other information is needed for calculating the estimated reserves:

1) Records of Production. Historical records of daily or monthly production that should be provided for both operated and non-operated properties. Engineers use such records to establish a production decline curve for determining the remaining recoverable reserves.

2) Records of Ownership. For ownership interests, the entity's net share of reserves is the only one reported. These interests come from the lease records department and must agree with the interests being used for revenue and joint interest billing. Ownership interest can change over time based on agreements among the owners.

3) Records to Determine Current Pricing and Operating Costs. For proved reserves that are, by definition, based on current economic and operating conditions, engineers use current prices and operating costs to determine the economic limit. Lease operating costs are usually available from lease operating statements but require analysis to identify recurring costs, repairs and maintenance.

4) Expected Future Capital Expenditures

5) Records of Gas Imbalances

As you gather information to provide to the engineer, make sure you also share it with your auditor. This will prevent future reserve report revisions and save money and time if they identify any material exceptions in testing of the inputs.

IRS Announces Standard Mileage Rates for 2025

- Logan Kowcheck 1.6.25.

The Internal Revenue Service has rolled out its standard mileage rates for 2025. Beginning January 1, standard rates for the use of a car, van, pickup or panel truck will be:

- 70 cents per mile driven for business use (up three cents from 2024)
- 21 cents per mile driven for medical purposes (the same as in 2024)
- 21 cents per mile driven for moving purposes for qualified active-duty Armed Forces members (the same as in 2024)
- 14 cents per mile driven in service of charitable organizations (fixed by Congress)

Standard rates apply to gasoline and diesel-powered vehicles as well as fully electric and hybrid automobiles. <https://www.irs.gov/pub/irs-drop/n-25-05.pdf>

by the “Department of Homeland Security” and is usually on a Form I-200 or I-205. Notably, an administrative warrant does not give an ICE agent the right to enter private/non-public spaces at the facility unless the employer consents.² Additionally, when faced with an administrative warrant, an employer is not required to tell ICE whether the employee named in the warrant is currently working or to bring the employee to the agent (or vice versa).

Alternatively, ICE could present an employer with a **subpoena**, a **notice of inspection**, or a **notice to appear**. A **subpoena** is a written request for information or documents that provides a certain time limit to respond and does not require immediate compliance. Like a subpoena, a **notice of inspection** is a document informing an employer that it must produce employees’ I-9 Forms for an audit³ within 3 business days. A **notice to appear** is a document directed to an individual instructing them to appear before an immigration judge.

3. Assign an On-Site Response Coordinator

Employers should assign a particular managerial or supervisory employee at each facility to be the on-site response coordinator who can serve as a single point of contact with ICE in the event that ICE arrives, as well as a back-up coordinator if the designated worker is absent or unavailable. These personnel should be trained to differentiate between the above-described documents, and to understand and be aligned with the employer’s policy for lawful compliance with visits from ICE.

4. Review Applicable Collective Bargaining Agreements

For any locations that have a unionized workforce, employers should review the applicable collective bargaining agreements (CBAs) proactively to determine whether they require any additional conduct by the employer in the event of an ICE visit. For example, some CBAs might include provisions that give the union the right to be present during any ICE inspections or on-site employee interviews, or require that the employer notify all union employ-

ees when ICE agents arrive. Any additional CBA requirements should be implemented with the below recommended actions for facilities with unionized employees.

Recommended Actions If ICE Arrives

All recommended actions below should be conducted in a calm, professional, and polite manner to prevent escalation of the interaction.

1. Notify key personnel – The first steps are to immediately notify the facility supervisor, the on-site response coordinator(s), and legal counsel. Ask the agents to wait in a specific space or designated location until either a supervisor, on-site response coordinator, or legal counsel arrives to prevent disruption.

2. Verify agent identify – The response coordinator should clarify whether the agents are police officers or ICE agents and request their names and badge numbers.

3. Verify agent purpose – The response coordinator should ask the agents about the nature of their visit.

Common purposes include:

- *Initiation of Form I-9 Audit* – If ICE intends to audit a company’s Form I-9 compliance, ICE must first provide the employer with a Notice of Inspection. These notices give employers at least 3 business days to produce the requested I-9 Forms.⁴ Additional productions and procedures will ensue if ICE determines that there are any Form I-9 errors, suspicious documents, or discrepancies, and employers should consult with an immigration attorney for further guidance if this occurs.
- *Facility Search or “Raid”* – ICE can arrive without warning to investigate an employer.
- *Detention of specific person(s)* – ICE can arrive without warning to detain specific person(s).
- *Fraud Detection and National Security (FDNS) visit* – this is an unannounced visit related to an employer’s recent immigration petition(s) where ICE agents conduct compliance reviews to ensure the employer is complying with the terms and conditions of the petition(s). This guidance does not address such visits, as FDNS visits are only relevant for employers who have had an H-1B or L-1 intracompany transfer petition(s) adjudicated.

² One key exception is the “in plain view” principle. With or without a warrant, ICE agents are always allowed to look at anything in “plain view,” including computer screens or papers sitting out on desks, or listen to audible conversations that can be overheard without a listening device. If what the agent sees or hears in “plain view” gives them probable cause that unlawful activity is, has, or will occur, they can search the relevant private area and seize relevant items without a warrant.

³ The Form I-9 is a document used to verify the identity and employment eligibility of individuals within the United States. Federal law requires employers to create and maintain I-9 Forms and supporting documentation for all employees.

⁴ Employers are cautioned against voluntarily consenting to a search or seizure of the Forms I-9 if ICE agents do not have a judicial warrant for this information or if the 3-day period after receiving a Notice of Inspection has not yet expired. The Form I-9 rules are nuanced and strict, and it is very common for employers to unknowingly violate a rule due to an unintended error on the forms or in record-keeping. Employers can be subject to monetary fines for substantive violations and any uncorrected technical violations regardless of whether the violation was intentional.

Continued on next page

4. Verify documentation – The response coordinator should ask to see a warrant.

- If a judicial warrant is provided, employers should analyze it to determine its scope and ask for a copy of it. Employers are not required to provide access to any area not specified in the warrant.
- If a judicial warrant is not provided, the response coordinator can (but is not required to) state: “I’m sorry, but this is private property. It is company policy not to provide consent or permission to enter private or non-public areas of the facility or to access our information or records without a valid warrant signed by a judge.”
- If there is an issue with the judicial warrant (i.e. it is not signed, not dated, is missing the correct workplace address, or does not sufficiently describe the premises to be searched or items to be searched for), an employer can accept the warrant but should note its objection so that counsel can challenge the search or seizure later if sufficient grounds exist. To be clear, in this instance, the search or seizure will still occur.
- Ask to be provided with a list of any items seized during the search.

If an administrative warrant is provided, the response coordinator can (but is not required to) state: “I’m sorry, but this is private property. It is company policy not to provide consent or permission to enter private or non-public areas of the facility or to access our information or records without a valid warrant signed by a judge.”

5. Use independent judgment if considering voluntary consent.

- Employers can decide to voluntarily consent to a search or seizure of employer property by ICE without a sufficient warrant. Moreover, ICE agents are permitted to make statements intended to encourage voluntary consent or to imply that giving consent is required even in circumstances where it is not (such as when the agents do not possess a judicial warrant).
- If considering consenting to a search or seizure without a sufficient warrant, employers should use independent judgment to evaluate the totality of the circumstances in addition to any statements made by the agents.
- Please note that non-management or non-supervisory employees do not have the authority to act on behalf of an employer to give such consent.

6. Be respectful, but clear, if exercising the company’s rights.

- Never attempt to block an ICE agent’s movements. If an employer believes ICE is exceeding its authority, the response coordinator can voice the employer’s objection and state that the company does not consent, but they should not argue and never physically interfere with the agent’s actions.
- If agents attempt to seize something that is critical to company operations (such as a computer, proprietary information, or an important file), explain why the item is critical to the company’s operations, request a more limited or targeted seizure, and/or ask to make a copy of the information before it is seized.
- Employers can notify employees that they have the right to remain silent, but employers cannot instruct employees not to respond to questions. Company representatives should not be confrontational, obstructive, or evasive.
- Employers and employees alike have the right to record an encounter with ICE. Consider recording interactions with ICE agents to clearly document statements and actions. Efforts to record an encounter should never interfere with the agents’ activities.

Recommended Actions After ICE Visit

1. Document as much as possible – The response coordinator should interview employees and make a record of the details of the event in an incident report. The report should include details such as the number of agents, a description of what they were wearing, whether the agents kept anyone from moving around the workplace freely, a detailed list of the locations of any search (including smaller spaces such as closed drawers), a detailed description of any property seized, a detailed list of statements made by the employer declining consent or asserting legal rights, and any statements made by the agents.

2. Follow-up notifications – employers should call legal counsel immediately to discuss next steps. If the workplace is unionized, employers should notify the union that ICE visited the workplace.

3. Engage and encourage open communication with and among the workforce – Employers should be open and honest with the workforce about what occurred. In addition to individual instances of absenteeism, fear of action by ICE may lead to employees discussing their con-

Continued on page 14

ICE *Continued from page 13*

cerns or voicing disagreement with the employer's response (or potential response) to ICE. Employers must be aware that certain employee collective action (discussions, protests, other concerted activity, etc.) may be protected under the National Labor Relations Act if it relates to the terms and conditions of employment, even for non-union workers or those who may not be authorized to work in the U.S.

4. Provide reasonable leave – If ICE detains a worker, consider providing the worker with an unpaid leave of absence during and in the immediate aftermath of the detention. While not legally required, an employer could consider handling the matter in a manner similar to the leave that might be provided in the event of a sudden medical issue or other unexpected absence. Failure to provide such comparable leave could give rise to a claim for national origin discrimination. Employers are never, however, required to provide employees with indefinite leaves of absence.

If you have any questions about additional employer guidance concerning workplace investigations by ICE or any other federal or state agency, please contact Alexandra G. Farone at (412) 394-6521 or afarone@babstcalland.com or Stephen A. Antonelli at (412) 394-5668 or santonelli@babstcalland.com.

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Stephen A. Antonelli, Esq.
- Babst Calland



Alexandra G. Farone, Esq.
- Babst Calland

Become a 2025 PIOGA Partner



2025 PIOGA PARTNERS SPONSORSHIP PROGRAM



We are pleased to announce the 2025 **PIOGA Partners Program**. The program was launched seven years ago in response to member requests for a “one stop” yearlong event sponsorship option for budgetary purposes.

We also continue to offer traditional event-by event sponsorships.

The various Partner levels and their benefits are shown in the table (left). If you have any questions or are ready to sign on now, contact Debbie Oyler at: debbie@pioga.org or 724-933 7306 ext. 22.

KEYSTONE PARTNER = \$10,000

Company logo will be recognized as an official PIOGA Partner at all PIOGA events, in the monthly PIOGA Press, PIOGA eWeekly and your logo will be added to our rotating slider section of the pioga.org homepage. Plus, (2) tickets to **ALL** PIOGA Meetings, golf/clay events and PIOGATech' s. In addition, you will be eligible to submit an article highlighting your company in the PIOGA Press and you will receive a 30% discount on advertising rates in the PIOGA Press and eWeekly for one year. **Over 10,000 monthly impressions**

EXECUTIVE PARTNER = \$ 7,500

Company logo will be recognized as an official PIOGA Partner at PIOGA events, in the monthly PIOGA Press, PIOGA eWeekly and your logo will be added to our rotating slider section of pioga.org homepage. Plus, (2) tickets to all PIOGA Meetings and PIOGATech' s. In addition, you will be eligible to submit an article highlighting your company in the PIOGA Press and you will receive a 20% discount on advertising rates in the PIOGA Press and eWeekly for one year. **Up to 8,000 monthly impressions**

MEETINGS PARTNER = \$ 5,000

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SPORTING EVENT PARTNER = \$ 4,000

Company logo will be recognized as an official PIOGA Partner at all PIOGA events, in the monthly PIOGA Press, and the PIOGA eWeekly and your logo will be added to our rotating slider section of pioga.org homepage. You will receive (8) tickets with your Sporting Partnership. Tickets can be split between our golf event and our clay shoot event this year however you wish to use them, but only (8) tickets total between the 2 events. **Up to 6,000 monthly impressions.**

COMMITTEE/PIOGATech PARTNER = \$ 3,500

Company logo will be recognized as an official PIOGA Partner at PIOGA committee meetings, in the monthly PIOGA Press, PIOGA eWeekly and all PIOGA initiated committee correspondence. Plus (2) tickets to all PIOGATech Seminars. **Up to 6,250 - 7,500 monthly impressions**

INDUSTRY PARTNER = \$ 2,500

Company logo will be recognized as an official PIOGA Partner at PIOGA Meetings, in the monthly PIOGA Press and PIOGA eWeekly. Plus (1) ticket to the PIOGA Spring Meeting. **Over 5,000 monthly impressions.**

THANK YOU TO OUR 2025 PIOGA PARTNERS



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INDUSTRY PARTNERS



Oil & Gas Dashboard

Penn Grade Crude Oil Prices



Sources

American Refining Group:
www.amref.com/Crude-Prices-New.aspx
 Ergon Oil Purchasing: www.ergon.com/crudeoil
 Gas futures: quotes.ino.com/exchanges/?r=NYMEX_NG
 Baker Hughes rig count:
bakerhughesrigcount.gcs-web.com/na-rig-count
 NYMEX strip chart: Mid American Natural Resources
 Basis futures values: IGS Energy, Inc.

Natural Gas Futures Closing Prices

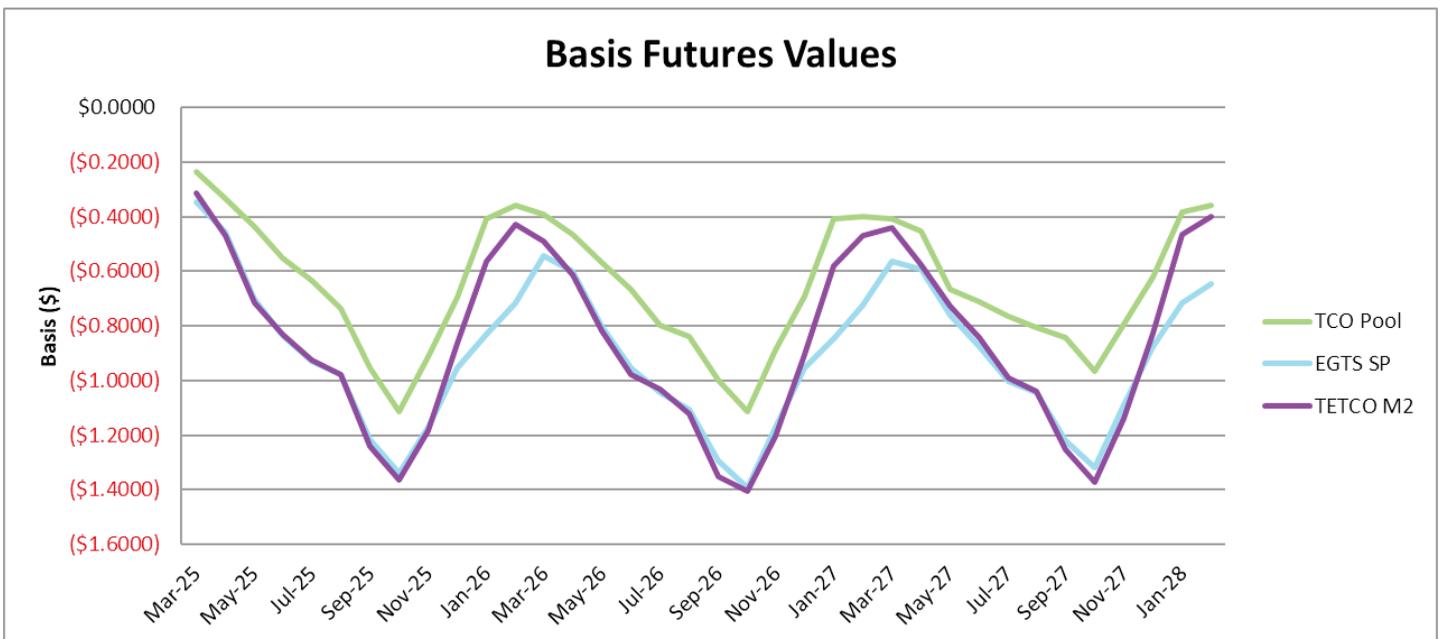
March 2025	3.309
April	3.315
May	3.395
June	3.575
July	3.753
August	3.810
September	3.782
October	3.836
November	4.074
December	4.490

Prices as of Feb. 10, 2025

Pennsylvania Rig Count



Basis Futures Values



Northeast Pricing Report — February 2025

Over the next few weeks, natural gas prices are projected to experience fluctuations due to factors such as weather patterns, supply chain dynamics, and geopolitical events. Analysts predict a potential decline in prices, with forecasts suggesting a drop to around \$2.63 per MMBtu by mid-February. Today, natural gas prices are experiencing fluctuations due to a combination of factors such as colder weather forecasts in the U.S. and potential disruptions to European liquefied natural gas supplies. As of the latest update, the Henry Hub price is approximately \$3.10 per MMBtu, reflecting a slight increase from the previous day. Transco Leidy and Dominion South had minor increases. However, all other pricing locations dropped dramatically. Transco Z6 had the greatest decrease of \$3.56 per MMBtu with Algonquin slightly less at \$3.34 per MMBtu.

It's interesting to note that transportation routes for natural gas have increased for a fourth consecutive month. This trend is unusual, as such patterns typically last only three months¹. Specifically, routes to New York and Boston saw a decrease of around \$3.60 per MMBtu

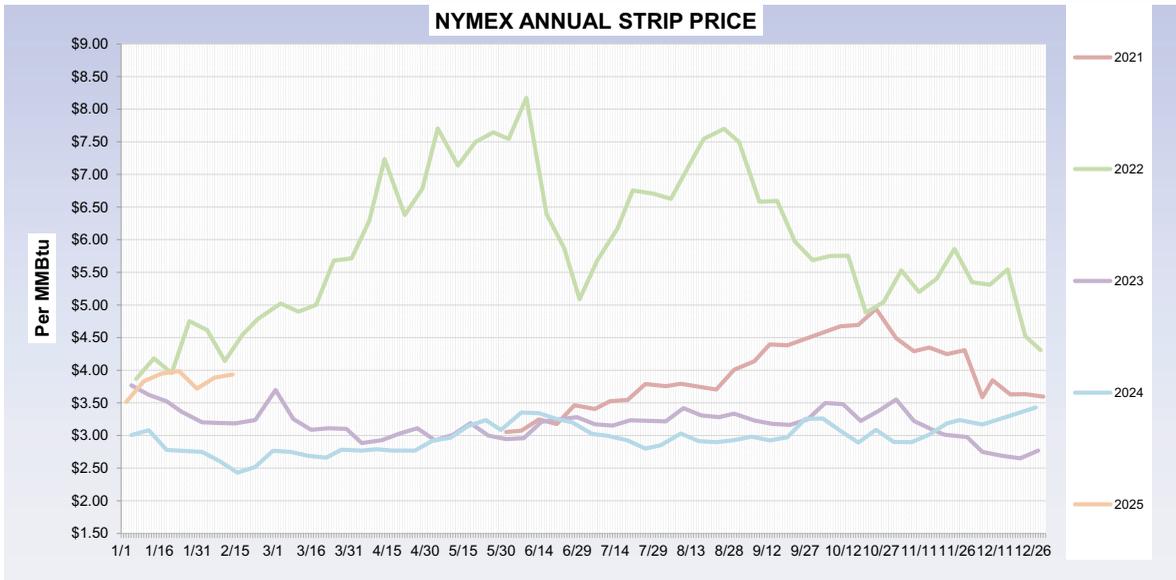
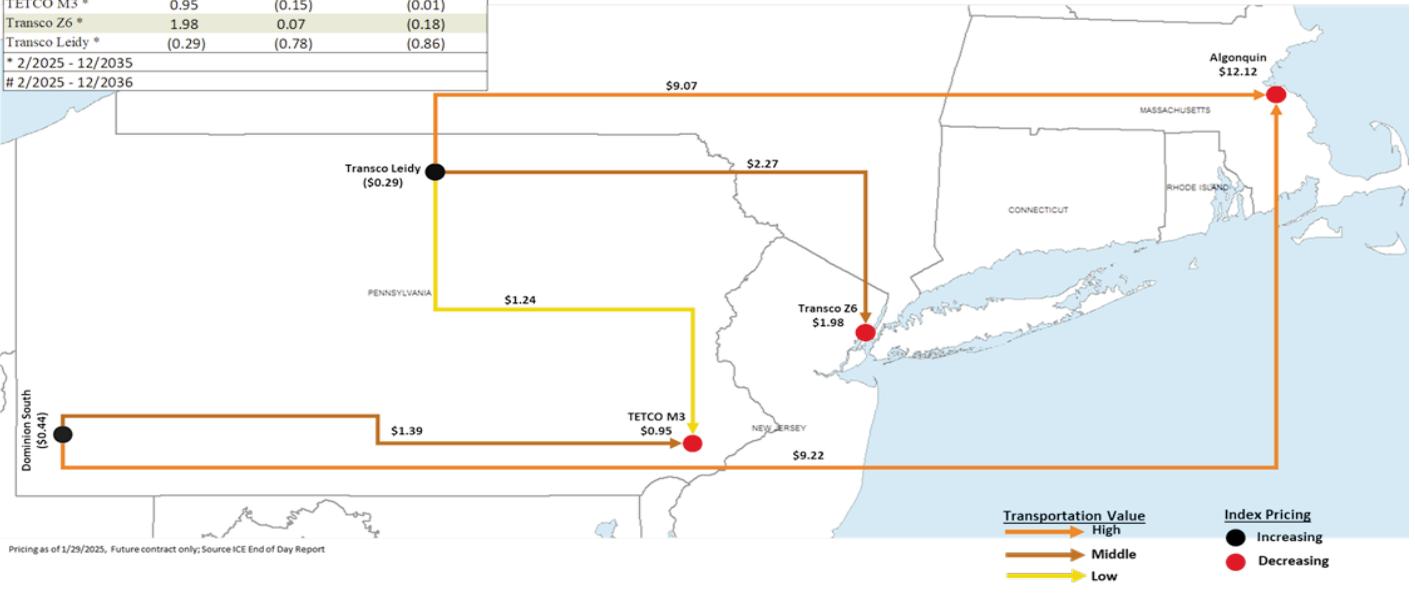


Provided by Bertison-George, LLC

www.bertison-george.com

Natural Gas Basis Future Pricing (\$/MMBtu)			
Location	Pricing Term		
	2/2025	2/2025-1/2026	2/2025-12/2030
Algonquin	8.78	2.16	1.88
Dominion South #	(0.44)	(0.84)	(0.88)
TETCO M3 *	0.95	(0.15)	(0.01)
Transco Z6 *	1.98	0.07	(0.18)
Transco Leidy *	(0.29)	(0.78)	(0.86)

* 2/2025 - 12/2035
2/2025 - 12/2036



The information in this report was obtained from reliable sources but is not guaranteed for accuracy. The views and opinions set forth are solely those of the author(s), and are subject to change without notice.

Spud Report: January



The data show below comes from the Department of Environmental Protection. A variety of interactive reports are available by going to the Office of Oil and Gas Management page at www.dep.pa.gov and choosing Report from the menu. The table is sorted by operator and lists the total wells reported as drilled last month. Spud is the date drilling began at a well site. The API number is the drilling permit number issued to the well operator. An asterisk (*) after Operator indicates a conventional well.

Operator	Wells	Date	API#	County	Municipality
Anderson Energy		1/29/25	123-49029	Warren	Pleasant Twp
BF Adventures *		1/29/25	123-48892	Warren	Glade Twp
Cameron Energy *	2	1/9/25	053-31124	Forest	Howe Twp
		1/29/25	053-31126	Forest	Howe Twp
Chesapeake Appalachia	12	1/6/25	015-23946	Bradford	Monroe Twp
		1/6/25	015-23947	Bradford	Monroe Twp
		1/6/25	015-23948	Bradford	Monroe Twp
		1/14/25	131-20671	Wyoming	Braintrim Twp
		1/14/25	131-20673	Wyoming	Braintrim Twp
		1/14/25	131-20669	Wyoming	Braintrim Twp
		1/14/25	131-20670	Wyoming	Braintrim Twp
		1/15/25	131-20672	Wyoming	Braintrim Twp
		1/27/25	131-20676	Wyoming	Meshoppen
		1/27/25	131-20675	Wyoming	Meshoppen
		1/27/25	131-20674	Wyoming	Meshoppen
		1/27/25	131-20677	Wyoming	Meshoppen
CNX Gas	3	1/6/25	129-29269	Westmoreland	Washington
		1/6/25	129-29270	Westmoreland	Washington
		1/6/25	129-29246	Westmoreland	Washington
INR OPR	4	1/15/25	063-37563	Indiana	Young Twp
		1/15/25	063-37562	Indiana	Young Twp
		1/15/25	063-37560	Indiana	Young Twp
		1/15/25	063-37561	Indiana	Young Twp
MSL Oil & Gas *	2	1/16/25	083-57695	McKean	Wetmore Twp
		1/28/25	083-57694	McKean	Wetmore Twp
Range Resources	11	1/2/25	003-22678	Allegheny	Findlay Twp
		1/2/25	003-22679	Allegheny	Findlay Twp
		1/3/25	003-22677	Allegheny	Findlay Twp
		1/3/25	003-22681	Allegheny	Findlay Twp
		1/3/25	003-22676	Allegheny	Findlay Twp
		1/4/25	003-22680	Allegheny	Findlay Twp
		1/23/25	125-29167	Washington	Cecil Twp
		1/23/25	125-29169	Washington	Cecil Twp
		1/23/25	125-29171	Washington	Cecil Twp
		1/24/25	125-29168	Washington	Cecil Twp
		1/24/25	125-29170	Washington	Cecil Twp

	Jan	Dec	Nov	Oct	Sept
Total Wells	36	43	21	61	30
Unconventional Gas	30	33	14	41	13
Conventional Gas	0	0	0	1	1
Oil	5	9	6	17	15
Combination Oil/Gas	1	1	1	1	1



PIOGATech

PIOGA's Technical Seminar Series

Reasonable Suspicion

Safety PIOGATech



Drug



Alcohol



Testing

March 25, 2025

Countryside Banquet & Event Center
Washington, PA





PIOGA's 2025 Spring Meeting: 'A New Direction ... Maybe?'

Date: April 17th (Exhibitor set up date – April 16)

Location: Rivers Casino – Event Center

PIOGA presents “A New Direction ... Maybe?” an all-day conference to help the industry in Pennsylvania head in the right direction. There is a great line-up of speakers presenting on important topics impacting the PA oil and gas industry. Added bonus, you get to come and have some fun at the networking reception and roll the dice at the Casino! 🎲 🎰

Registration OPEN! - <https://pioga.org/event/pioga-spring-meeting-a-new-direction-maybe/>

Check out the agenda: https://pioga.org/publication_file/2025_Spring_Meeting_Agenda.pdf



SPRING MEETING

April 17, 2025 | Rivers Casino
Pittsburgh

Calendar

PIOGA events

Information: www.pioga.org > PIOGA Events

PIOGA's 2025 Event Calendar

PIOGATech - Safety

March 25

PIOGA Spring Meeting

April 17

PIOGA's Clay Shoot

June 5



Other events

4th Annual Digital Oilfields USA 2025

March 3-4

(<https://pioga.org/event/4th-annual-digital-oilfields-usa-2025/>)

The Great Gathering XI - Energy Networking Event

March 19

(<https://pioga.org/event/the-great-gathering-xi-energy-networking-event/>)

NISTM's 27th Annual International Aboveground Storage Tank Conference

April 23 -25

(<https://pioga.org/event/nistms-27th-annual-international-aboveground-storage-tank-conference-trade-show/>)

Full Calendar - PIOGA Event & Meeting Schedule -

https://pioga.org/publication_file/2025-PIOGA-Calendar.pdf

PIOGA Members and Industry Partners - Please email meghan@pioga.org to advertise upcoming events.

New PIOGA members Welcome!

GCI Water Solutions

Josh Lauderman

701 East Spring St. Titusville, Pa 16354

Allies & Provider

Navarro & Wright Consulting Engineers, Inc.

Paul J. Navarro

151 Reno Ave. New Cumberland, Pa. 17070

Allies & Provider

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Meghan Keely (meghan@pioga.org), Director of Communications (also newsletter advertising & editorial contact)

Deana McMahan (deana@pioga.org), Director of Administration and Committee Liaison

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