

NUVISTA ENERGY LTD.

**Notice of
Annual and Special Meeting of Shareholders
to be held on Thursday, May 10, 2012**

The annual and special meeting of the shareholders of NuVista Energy Ltd. will be held in the Grand Lecture Theatre of the Metropolitan Conference Centre, 333 – 4th Avenue S.W., Calgary, Alberta, T2P 0H9 on Thursday, May 10, 2012 at 3:00 p.m. (Calgary time) to:

1. receive and consider our consolidated financial statements for the year ended December 31, 2011, together with the report of the auditors and the report of our board of directors;
2. fix the number of directors to be elected at the meeting at seven members;
3. elect seven directors;
4. appoint the auditors and to authorize the directors to fix their remuneration as such;
5. consider and, if thought fit, approve an ordinary resolution to approve our restricted share award incentive plan and to ratify the previous grant of 264,150 restricted share awards thereunder; and
6. transact such other business as may properly be brought before the meeting or any adjournment thereof.

The specific details of the matters proposed to be put before the meeting are set forth in the information circular – proxy statement accompanying this notice.

Registered shareholders who are unable to attend the meeting in person are requested to complete, date and sign the enclosed form of proxy and return it to Valiant Trust Company, Attention: Proxy Department, Suite 310, 606 – 4th Street S.W., Calgary, Alberta T2P 1T1, or deliver it by fax to (403) 233-2857 at least 24 hours, excluding Saturdays, Sundays and holidays, before the meeting or any adjournment thereof. Registered shareholders may also vote via the internet at www.valianttrust.com. Votes by internet must be received by 3:00 p.m. (Calgary time) on May 9, 2012 or at least 24 hours prior to the time of any adjournment of the meeting. If a shareholder receives more than one proxy form because such shareholder owns our common shares registered in different names or addresses, each proxy form should be completed and returned. See the information circular - proxy statement for further instructions on internet voting.

Only shareholders of record at the close of business on April 5, 2012, will be entitled to vote at the meeting, unless that shareholder has transferred any shares subsequent to that date and the transferee shareholder, not later than 10 days before the meeting, establishes ownership of the shares and demands that the transferee's name be included on the list of shareholders entitled to vote at the meeting.

DATED at Calgary, Alberta this 5th day of April, 2012.

By order of the Board of Directors

"Robert F. Froese"

Robert F. Froese
Corporate Secretary

NUVISTA ENERGY LTD.

Information Circular - Proxy Statement
for the Annual and Special Meeting to be held on Thursday, May 10, 2012

PROXIES

Solicitation Of Proxies

This information circular - proxy statement is furnished in connection with the solicitation of proxies for use at the annual and special meeting of the shareholders of NuVista Energy Ltd. to be held on Thursday, May 10, 2012, in the Grand Lecture Theatre of the Metropolitan Conference Centre, 333 – 4th Avenue S.W., Calgary, Alberta, T2P 0H9 at 3:00 p.m. (Calgary time) and at any adjournment thereof.

Forms of proxy must be addressed to and reach Valiant Trust Company, at Suite 310, 606 – 4th Street S.W. Calgary, Alberta, T2P 1T1 Attention: Proxy Department, or by fax to (403) 233-2857, not less than 24 hours, excluding Saturdays, Sundays and holidays, before the time for holding the meeting or any adjournment thereof. Registered shareholders may also use the internet at www.valianttrust.com to vote their shares. Shareholders will be prompted to enter the control number which is located on the form of proxy. Votes by internet must be received by 3:00 p.m. (Calgary time) on May 9, 2012 or at least 24 hours prior to the time of any adjournment of the meeting. The website may also be used to appoint a proxy holder to attend and vote at the meeting on the shareholder's behalf and to convey a shareholder's voting instructions.

Only shareholders of record at the close of business on April 5, 2012, will be entitled to vote at the meeting, unless that shareholder has transferred any shares subsequent to that date and the transferee shareholder, not later than 10 days before the meeting, establishes ownership of the shares and demands that the transferee's name be included on the list of shareholders entitled to vote at the meeting.

The instrument appointing a proxy must be in writing and must be executed by you or your attorney authorized in writing or, if you are a corporation, under your corporate seal or by a duly authorized officer or attorney of the corporation.

The persons named in the enclosed form of proxy are our officers. **As a shareholder you have the right to appoint a person or company, who need not be a shareholder, to represent you at the meeting.** To exercise this right you should insert the name of the desired representative in the blank space provided on the form of proxy and strike out the other names or submit another appropriate proxy.

Advice To Beneficial Holders Of Common Shares

The information set forth in this section is of significant importance to you if you do not hold your common shares in your own name. Only proxies deposited by shareholders whose names appear on our records as the registered holders of common shares can be recognized and acted upon at the meeting. If common shares are listed in your account statement provided by your broker, then in almost all cases those common shares will not be registered in your name on our records. Such common shares will likely be registered under the name of your broker or an agent of that broker. In Canada, the vast majority of such shares are registered under the name of CDS & Co., the registration name for CDS Clearing and Depository Services Inc., which acts as nominee for many Canadian brokerage firms. Common shares held by your broker or their nominee can only be voted upon your instructions. Without specific instructions, your broker or their nominee is prohibited from voting your shares.

Applicable regulatory policy requires your broker to seek voting instructions from you in advance of the meeting. Every broker has its own mailing procedures and provides its own return instructions, which you should carefully follow in order to ensure that your shares are voted at the meeting. Often, the form of proxy supplied by your broker is identical to the form of proxy provided to registered shareholders. However, its purpose is limited to instructing the registered shareholder how to vote on your behalf. The majority of brokers now delegate responsibility for obtaining instructions from clients to Broadridge Financial Solutions Inc. Broadridge mails a scannable voting

instruction form in lieu of the form of proxy. You are asked to complete and return the voting instruction form to them by mail or facsimile. Alternately, you can call their toll-free telephone number or visit their website to vote your shares. They then tabulate the results of all instructions received and provide appropriate instructions respecting the voting of shares to be represented at the meeting. If you receive a voting instruction form from Broadridge it cannot be used as a proxy to vote shares directly at the meeting as the proxy must be returned to Broadridge well in advance of the meeting in order to have the shares voted.

Revocability Of Proxy

You may revoke your proxy at any time prior to a vote. If you or the person you give your proxy attends personally at the meeting, you or such person may revoke the proxy and vote in person. In addition to revocation in any other manner permitted by law, a proxy may be revoked by an instrument in writing executed by you or your attorney authorized in writing or, if you are a corporation, under your corporate seal or by a duly authorized officer or attorney of the corporation. To be effective the instrument in writing must be deposited either at our head office at any time up to and including the last business day before the day of the meeting, or any adjournment thereof, at which the proxy is to be used, or with the chairman of the meeting on the day of the meeting, or any adjournment thereof.

Persons Making The Solicitation

This solicitation is made on behalf of our management. We will bear the costs incurred in the preparation and mailing of the form of proxy, notice of annual and special meeting and this information circular - proxy statement. In addition to mailing forms of proxy, proxies may be solicited by personal interviews, or by other means of communication, by our directors, officers and employees who will not be remunerated therefor.

Exercise Of Discretion By Proxy

The common shares represented by proxy in favour of management nominees will be voted or withheld from voting on any matter at the meeting. Where you specify a choice with respect to any matter to be acted upon, the shares will be voted on any matter in accordance with the specification so made. If you do not provide instructions, your shares will be voted in favour of the matters to be acted upon as set out herein. The persons appointed under the form of proxy, which we have furnished, are conferred with discretionary authority with respect to amendments or variations of those matters specified in the form of proxy and notice of annual and special meeting and with respect to any other matters which may properly be brought before the meeting or any adjournment thereof. At the time of printing this information circular - proxy statement, we know of no such amendment, variation or other matter.

VOTING SHARES AND PRINCIPAL HOLDERS THEREOF

We are authorized to issue an unlimited number of common shares without nominal or par value. As at April 5, 2012, there were 99,513,355 common shares issued and outstanding. As a holder of common shares you are entitled to one vote for each share you own. We are also authorized to issue 1,200,000 class B performance shares without nominal or par value. There are no class B performance shares issued and outstanding. Based on information supplied to them, to the knowledge of our directors and officers, as at March 19, 2012 no person or company beneficially owned, or controlled or directed, directly or indirectly, more than 10% of our common shares, other than as set forth below:

Name	Number of Common Shares Beneficially Owned, or Controlled or Directed, Directly or Indirectly	Percentage of Issued and Outstanding Common Shares
Ontario Teachers' Pension Plan ⁽¹⁾	18,026,249	18.11%
Franklin Templeton Investments Corp., on behalf of its operating division, Bissett Investment Management ⁽²⁾	16,149,521	16.23%

Notes:

- (1) Based on an insider reports filed on the System for Electronic Disclosure by Insiders (SEDI) as at March 19, 2012.
(2) Based on information provided to us from Bissett Investment Management dated March 22, 2012.

As at March 19, 2012, our directors and officers, as a group, beneficially owned, or controlled or directed, directly or indirectly, 5.2 million common shares or approximately 5.2% of our issued and outstanding common shares.

MATTERS TO BE ACTED UPON AT THE MEETING

Receipt of the Financial Statements and Auditors' Report

At the meeting, shareholders will receive and consider our financial statements for the year ended December 31, 2011, together with the report of the auditors and the report of our board of directors. No formal action is required or proposed to be taken at the meeting with respect to the financial statements.

Election Of Directors

At the meeting, shareholders will be asked to fix the number of directors to be elected at the meeting at seven members and to elect seven directors.


Management is soliciting proxies, in the accompanying form of proxy, for an ordinary resolution in favour of fixing the board of directors at seven members, and in favour of the election as directors of the seven nominees set forth below:


W. Peter Comber
Pentti O. Karkkainen
Keith A. MacPhail
Ronald J. Poelzer
Clayton H. Woitas
Jonathan A. Wright
Grant A. Zawalsky


Each director will hold office until the next annual meeting of our shareholders or his successor is duly elected or appointed, unless his office is earlier vacated.


In the event that a vacancy among such nominees occurs because of death or for any reason prior to the meeting, the proxy shall not be voted with respect to such vacancy.


The following information relating to the nominees is based partly on our records and partly on information received by us from the nominees, and sets forth the names, ages and cities of residence of the nominees, their committee memberships, the year each became a director of us (or a predecessor of us), the present occupations and brief biographies of such persons, and the number of our securities beneficially owned, or controlled or directed, directly or indirectly by each and the number of stock options held as at as at December 31, 2011:


Nominee for Election as Director	Age	Director Since	Common Shares Owned, Controlled or Directed		Stock Options		Total Market Value of Common Shares and Stock Options ⁽¹⁾	
			2011	2010	2011	2010	\$	
			2011	2010	2011	2010	2011	2010
	55	2003	2,318,520	2,218,520	36,000	16,000	12,154,805	20,521,310
Keith A. MacPhail Calgary, Alberta, Canada	<p>Mr. MacPhail has more than 31 years experience in the oil and gas industry and is currently Chairman & Chief Executive Officer of Bonavista Energy Corporation. Prior to joining Bonavista in 1997, Mr. MacPhail held progressively more responsible positions with Canadian Natural Resources Limited with his final position being Executive Vice President and COO. Prior thereto, he held the position of Production Manager with POCO Petroleum Ltd.</p> <p>Mr. MacPhail holds a Bachelor of Science (Honours) degree in Petroleum Engineering from the Montana College of Mineral Science and is a member of the Association of Professional Engineers, Geologists & Geophysicists of Alberta.</p> <p>Mr. MacPhail is also a member of the board of directors of Canadian Natural Resources Limited and Chairman and Chief Executive Officer of Bonavista Energy Corporation and is also on a number of other private advisory boards.</p>							
Member of:	<ul style="list-style-type: none"> - Reserves Committee - Compensation Committee - Executive Committee 							


Nominee for Election as Director	Age	Director Since	Common Shares Owned, Controlled or Directed		Stock Options		Total Market Value of Common Shares and Stock Options ⁽¹⁾	
			2011	2010	2011	2010	\$	
			2011	2010	2011	2010	2011	2010
	69	2004	8,000	9,495	36,000	16,000	47,680	87,829
W. Peter Comber Toronto, Ontario, Canada	<p>Mr. Comber has more than 40 years experience in various aspects of the financial services industry. Mr. Comber is a Chartered Accountant and has worked in corporate finance and investment management both in Toronto and Calgary. Since August 1999, Mr. Comber has been the managing director of Barranagh Investment Management Inc., investment counsellors based in Toronto, Ontario. Mr. Comber was the President of Newtonhouse Investment Management Ltd., investment counsellors located in Toronto, Ontario from May 1993 to August 1999. Between June 1989 and December 1991, Mr. Comber was Senior Vice-President, Thornmark Capital Corporation, an investment holding company, and principal officer of Thornmark Capital Funding Corporation, merchant bank. Prior thereto, Mr. Comber was Senior Vice President and Managing Director of Prudential-Bache Securities Canada Limited, an investment dealer in Toronto, Ontario.</p> <p>Mr. Comber is a Chartered Accountant and holds a Bachelor of Arts degree from the University of Toronto and a Masters of Business Administration from York University.</p> <p>Mr. Comber is also a director of Sure Energy Inc.</p>							
Member of:	<ul style="list-style-type: none"> - Audit Committee - Compensation Committee 							

Nominee for Election as Director	Age	Director Since	Common Shares Owned, Controlled or Directed		Stock Options		Total Market Value of Common Shares and Stock Options ⁽¹⁾	
			2011	2010	2011	2010	\$	
			2011	2010	2011	2010	2011	2010
	57	2003	45,000	45,000	36,000	16,000	241,560	416,250
<p>Mr. Karkkainen has 27 years of investment management, energy sector research and investment banking experience, as well as four years of industry experience with Gulf Canada Resources. Mr. Karkkainen is a founding and General Partner of KERN Partners Ltd., a Calgary based energy sector private equity firm that was established in late 2000. KERN Partners has \$1.1 billion of capital under management from a variety of North American and European pension funds, endowments, family offices and other financial institutions. Prior to establishing KERN Partners, Mr. Karkkainen was Managing Director and Head of Oil and Gas Equity Research at RBC Capital Markets.</p> <p>Mr. Karkkainen holds a Bachelor of Science (Honours) degree in Geology from Carleton University in Ottawa and a Masters of Business Administration degree from Queen's University in Kingston.</p> <p>Mr. Karkkainen is also a director of several Calgary based private energy infrastructure and oil and gas exploration and development companies including Altex Energy Ltd., Connaught Oil & Gas Ltd. and Dolomite Energy Inc.</p>								
<p>Pentti O. Karkkainen Calgary, Alberta, Canada</p> <p>Member of:</p> <ul style="list-style-type: none"> - Audit Committee - Compensation Committee - Lead Director 								

Nominee for Election as Director	Age	Director Since	Common Shares Owned, Controlled or Directed		Stock Options		Total Market Value of Common Shares and Stock Options ⁽¹⁾	
			2011	2010	2011	2010	\$	
			2011	2010	2011	2010	2011	2010
	50	2003	2,506,011	2,506,011	36,000	16,000	13,137,258	23,180,602
<p>Mr. Poelzer has more than 28 years experience in the oil and gas industry and is currently Executive Vice President & Vice Chairman of Bonavista Energy Corporation. Prior to joining Bonavista in 1997, Mr. Poelzer held various financial, merger and acquisition and strategic planning roles with Poco Petroleum Ltd. leading to his appointment as Vice President, Business Development. Prior thereto, Mr. Poelzer was in public accounting practice.</p> <p>Mr. Poelzer holds a Bachelor of Commerce (Distinction) degree from the University of Saskatchewan and has been a member of the Institute of Chartered Accountants of Alberta since 1985.</p> <p>Mr. Poelzer is also a member of the board of directors of Bonavista Energy Corporation, as well as various private companies and a charitable foundation.</p>								
<p>Ronald J. Poelzer Calgary, Alberta, Canada</p> <p>Member of:</p> <ul style="list-style-type: none"> - Audit Committee - Governance and Nominating Committee - Executive Committee 								

Nominee for Election as Director	Age	Director Since	Common Shares Owned, Controlled or Directed		Stock Options		Total Market Value of Common Shares and Stock Options ⁽¹⁾	
			2011	2010	2011	2010	\$	
			2011	2010	2011	2010	2011	2010
	63	2003	31,310	31,310	36,000	16,000	169,824	289,618
<p>Mr. Woitas has 37 years experience in the oil and gas industry and is currently Chairman, President and Chief Executive Officer of Range Royalty Management Ltd., general partner of Range Royalty Limited Partnership (an oil and gas royalty limited partnership). Mr. Woitas was President and Chief Executive Officer of Profico Energy Management Ltd. (a private oil and gas company) from February 2000 to June 2006. Prior thereto, Mr. Woitas was President and Chief Executive Officer of Renaissance Energy Ltd.</p> <p>Mr. Woitas is also a director of EnCana Corporation, EnerMark Inc. and Gibson Energy Inc., Chairman and a director of Flagstone Energy Inc. and Spur Resources Ltd. and a director of Home Quarter Resources Ltd., and Aspen Air Corp.</p> <p>Mr. Woitas holds a Bachelor of Science degree in Civil Engineering from the University of Alberta and is a member of the Association of Professional Engineers, Geologists & Geophysicists of Alberta.</p>								
<p>Clayton H. Woitas Calgary, Alberta, Canada</p> <p>Member of:</p> <ul style="list-style-type: none"> - Reserves Committee - Governance and Nominating Committee - Executive Committee 								

Nominee for Election as Director	Age	Director Since	Common Shares Owned, Controlled or Directed		Stock Options		Total Market Value of Common Shares and Stock Options	
			2011	2010	2011	2010	\$	
			2011	2010	2011	2010	2011	2010
	46	2011	119,525	-	575,000	-	644,311	-
<p>Mr. Wright has been our President and Chief Executive Officer since May 9, 2011. Mr. Wright has more than 23 years experience in the oil and gas industry.</p> <p>Prior to joining NuVista, Mr. Wright has held various progressively more responsible roles both domestically and abroad with Talisman Energy Ltd., most recently as Senior Vice-President of Talisman's North American Conventional Production Division which produced approximately one-half of Talisman's North American production at the time. Prior to joining Talisman in 1995, Mr. Wright spent six years with Shell Canada Ltd. in various operations and business development roles.</p> <p>Mr. Wright possesses both a Master and a Bachelor of Science Degree in Mechanical Engineering (with great distinction) from the University of Saskatchewan, where he earned, among other awards, the Canadian Governor General's Gold Medal for being the Outstanding University Post-Graduate for his pursuit in hydraulics and computer controls.</p>								
<p>Jonathan A. Wright Calgary, Alberta, Canada</p>								

Nominee for Election as Director	Age	Director Since	Common Shares Owned, Controlled or Directed		Stock Options		Total Market Value of Common Shares and Stock Options ⁽¹⁾	
			2011	2010	2011	2010	\$	
 <p>Grant A. Zawalsky Calgary, Alberta, Canada</p> <p>Member of: - Reserves Committee - Governance and Nominating Committee</p>	52	2003	49,859	49,859	36,000	16,000	267,021	461,196
	<p>Mr. Zawalsky is a Partner, Burnet, Duckworth & Palmer LLP (Barristers and Solicitors). Mr. Zawalsky has been a Partner of Burnet, Duckworth & Palmer LLP since 1994.</p> <p>Mr. Zawalsky holds a Bachelor of Commerce degree and LL.B. from the University of Alberta and is a member of the Law Society of Alberta.</p> <p>Mr. Zawalsky currently sits on the board of directors of a number of public and private companies including Endurance Energy Ltd., Flagstone Energy Inc., Home Quarter Resources Ltd., Mediterra Energy Corporation, Northpoint Energy Ltd., Range Royalty Management Ltd. (general partner of Range Royalty Limited Partnership), Spur Resources Ltd., Whitecap Resources Inc., Zargon Oil & Gas Ltd. and is Corporate Secretary of Bonavista Energy Corporation, Echoex Ltd., RMP Energy Inc. and Rock Energy Ltd.</p>							

Note:

- (1) The "Total Market Value of Common Shares and Stock Options" is the sum of: (i) the number of common shares held by each nominee as of December 31, 2011, in respect of 2011 and as of December 31, 2010 in respect of 2010 multiplied by the closing price of our common shares on the Toronto Stock Exchange on each such date (\$5.24 and \$9.25 respectively); and (ii) the value of unexercised in-the-money options of each nominee based on the number of common shares issuable upon exercise of the stock options held by the nominee as of December 31, 2011, in respect of 2011 and as of December 31, 2010, in respect of 2010 multiplied by the difference between the closing price of our common shares on the Toronto Stock Exchange on each such date (\$5.24 and \$9.25 respectively) and the exercise price of the applicable stock option.

Additional Disclosure Relating to Proposed Directors

Except as otherwise disclosed herein, none of our directors (nor any personal holding company of any of such persons) is, as of the date hereof, or was within ten years before the date hereof, a director, chief executive officer or chief financial officer of any company (including us), that was subject to a cease trade order (including a management cease trade order), an order similar to a cease trade order or an order that denied the relevant company access to any exemption under securities legislation, in each case that was in effect for a period of more than 30 consecutive days (collectively, an "**Order**") that was issued while the director was acting in the capacity as director, chief executive officer or chief financial officer; or was subject to an Order that was issued after the director ceased to be a director, chief executive officer or chief financial officer and which resulted from an event that occurred while that person was acting in the capacity as director, chief executive officer or chief financial officer.

Except as otherwise disclosed herein, none of our directors (nor any personal holding company of any of such persons) is, as of the date hereof, or has been within the ten years before the date hereof, a director or executive officer of any company (including us) that, while that person was acting in that capacity, or within a year of that person ceasing to act in that capacity, became bankrupt, made a proposal under any legislation relating to bankruptcy or insolvency or was subject to or instituted any proceedings, arrangement or compromise with creditors or had a receiver, receiver manager or trustee appointed to hold its assets, other than Mr. Zawalsky who was formerly a director of Efficient Energy Resources Ltd. (a private electrical generation company) which agreed to the voluntary appointment of a receiver in 2005 and Mr. MacPhail who was formerly a director of The Resort at Copper Point Ltd. (a private real estate development company) which was placed in receivership in 2009. In addition, none of our directors (nor any personal holding company) or any such person has, within the ten years before the date hereof, become bankrupt, made a proposal under any legislation relating to bankruptcy or insolvency, or become subject to or instituted any proceedings, arrangement or compromise with creditors, or had a receiver, receiver manager or trustee appointed to hold the assets of the director.

None of our directors (nor any personal holding company of any of such persons) has been subject to any penalties or sanctions imposed by a court relating to securities legislation or by a securities regulatory authority or has entered into a settlement agreement with a securities regulatory authority or any other penalties or sanctions imposed by a court or regulatory body that would likely be considered important to a reasonable investor in making an investment decision.

Majority Voting for Directors

Our board has adopted a policy stipulating that if the votes in favour of the election of a director nominee at a shareholders' meeting represent less than a majority of our common shares voted and withheld, the nominee will submit his resignation promptly after the meeting, for the Governance and Nominating Committee's consideration. The Governance and Nominating Committee will make a recommendation to the board after reviewing the matter, and the board's decision to accept or reject the resignation offer will be disclosed to the public within 90 days of the applicable shareholders' meeting. Resignations are expected to be accepted except in situations where extenuating circumstances would warrant the applicable director to continue to serve as a board member. The nominee will not participate in any committee or board deliberations on the resignation offer. The policy does not apply in circumstances involving contested director elections.

Appointment Of Auditors

Management is soliciting proxies, in the accompanying form of proxy, in favour of the appointment of the firm of KPMG LLP, Chartered Accountants, as our auditors, to hold office until the next annual meeting of our shareholders and to authorize the directors to fix their remuneration as such. See "*Audit Committee Information*" in our annual information form for the year ended December 31, 2011, for additional information including a description of fees we paid to KPMG LLP during the past two years.

Approval of Restricted Share Award Incentive Plan

Matters Respecting our Restricted Share Award Incentive Plan

Shareholders will also be asked at the meeting to consider and, if thought fit, pass an ordinary resolution to: (i) approve our new restricted share award incentive plan authorizing the issuance of up to 450,000 restricted share awards; and (ii) ratify the grant of 264,150 restricted share awards granted under our restricted share award incentive plan to various officers, employees and consultants since the plan was approved by our board on November 10, 2011.

Restricted Share Award Incentive Plan

Our long-term incentive plans are designed to align the interests of our employees with shareholders by linking a component of compensation to the long-term performance of our common shares. In August of 2011, based on the review of our compensation programs by management and our compensation committee, it was determined that, we should amend our long term incentive program so as to provide the flexibility to grant restricted share awards in lieu of restricted stock units. The restricted share award program will allow grantees the opportunity to retain some or all of the underlying shares rather than simply receive a cash payout as provided under the restricted stock unit plan. Restricted share awards also allow us to conserve cash for the operation of our business.

Our board believes that it is in the best interests of our shareholders to approve our new restricted share award incentive plan in order to enable us to continue to carry out our compensation strategy. A copy of our restricted share award incentive plan has been filed and is available on the System for Electronic Document Analysis and Retrieval (SEDAR) at www.sedar.com. In addition, in connection with the implementation of the restricted share award incentive plan, we amended our stock option plan, which does not require shareholder approval, to reduce the number of common shares available under our stock option plan to up to 10% of the aggregate number of our issued and outstanding common shares less: (i) the number of issued and outstanding performance shares; (ii) the aggregate number of common shares reserved for issuance from time to time under our restricted share award plan; and (iii)

the aggregate number of common shares reserved for issuance pursuant to the grant of 500,000 stock options to our President and Chief Executive Officer effective March 30, 2011.

The following are the key features of the restricted share award incentive plan:

- The restricted share award incentive plan will be administered by our board, provided that our board shall have the authority to appoint a committee of the board to administer the plan. In the event that the board appoints a committee of the board to administer the plan, all references in the plan to our board will be deemed to be references to such other committee.
- Our board shall have the full power and sole responsibility to interpret the provisions of the plan, to administer the plan and to exercise all the powers and authorities either specifically granted to it under the plan or necessary or advisable in the administration of the plan.
- Restricted share awards may be granted under the plan to our directors, officers, employees, consultants and other service providers and any of our controlled entities such as a subsidiary, partnership or trust provided that the aggregate number of restricted share awards granted to any single holder shall not exceed 1% of our issued and outstanding common shares (including common shares issuable upon exchange or conversion of any of our fully paid securities or those of our controlled entities that are exchangeable or convertible into common shares).
- In accordance with the rules of the Toronto Stock Exchange, the number of common shares issued to insiders within one year pursuant to the plan, and issuable to insiders at any time, under the plan or when combined with all of our other security based compensation arrangements, shall not exceed 10% of our issued and outstanding shares (including common shares issuable upon exchange or conversion of any of our fully paid securities or those of our controlled entities that are exchangeable or convertible into common shares).
- Non-management directors are not eligible to participate in the plan.
- Unless otherwise approved by our shareholders, the number of common shares reserved for issuance from time to time pursuant to outstanding restricted share awards granted and outstanding under the plan shall not exceed 450,000 common shares. If any restricted share awards granted under the plan expire, terminate or are cancelled for any reason without the common shares issued thereunder having been issued in full, any unissued common shares to which such restricted share awards relate shall be awardable for the purposes of granting of further restricted share awards under the plan.
- Vesting arrangements are within the discretion of our board although each restricted share award will typically vest on the second anniversary of the grant date. In the event of a change of control (as defined in the plan), all outstanding restricted share awards will fully vest on the date that the change of control is completed.
- The expiry date of restricted share awards issued pursuant to the plan will typically be the next business day following the applicable vesting date(s) unless otherwise determined by our board provided however that in the event of a blackout period imposed upon a grantee, the expiry date will be extended to the date which is ten business days from the date that the blackout period ends and any expiry date that falls on a non-business day will be extended to the next business day.
- Restricted share awards will be settled through the issuance of common shares from treasury or acquired by us on the Toronto Stock Exchange, or a combination thereof, at our discretion. In addition, in certain circumstances, a holder may request that we settle a restricted share award in cash in an amount equal to the aggregate current market value of the common shares to be issued. We may, but are not obligated to accept such election.
- Unless otherwise determined by our board or unless otherwise provided in a restricted share award agreement pertaining to a particular grant or any written employment agreement, upon the termination of a grantee for cause, all restricted share awards held by the grantee on the cessation date shall immediately terminate. If a

grantee voluntarily ceases employment for any reason whatsoever, other than retirement, all outstanding restricted share awards which have not vested shall terminate and all vested restricted share awards will terminate on their expiry date. In the case of retirement or involuntary termination not for cause or death, a certain number of unvested restricted awards will vest in accordance with the provisions of the plan and all awards held by the grantee will expire on the earlier of their expiry date or 30 days following the cessation of employment. In the case of death of the grantee, a certain number of restricted share awards will vest in accordance with the provisions of the plan and are restricted share awards held by the grantee will expire on the earlier of their expiry date or six months following cessation of employment.

- No assignment, sale, transfer, pledge or charge of a restricted share award, whether voluntary, involuntary, by operation of law or otherwise (except by will or the laws of descent and distribution), vests any interest or right in a restricted share award whatsoever in any assignee or transferee and, immediately upon any assignment, sale, transfer, pledge or charge or attempt to assign, sell, transfer, pledge or charge, such restricted share award will terminate and be of no further force or effect.
- We have the right to amend the terms and conditions of the plan and any restricted share awards granted under the plan, without shareholder approval. However, the plan and any restricted share award granted thereunder may not be amended without shareholder approval to: (a) increase the number of common shares issuable on exercise of restricted share awards; (b) extend the expiry date of any outstanding restricted share awards held by insiders; (c) permit a grantee to transfer or assign restricted share awards to a new beneficial holder other than in the case of death; (d) any amendment to the limits on non-management directors contained in the plan; (e) any amendment to increase the number of common shares that may be issued to insiders above the restrictions contained in the plan or (f) amend the amendment provisions of the plan.
- The plan contains anti-dilution provisions which allow our board to make such adjustments to the plan, to any restricted share awards as our board of directors may, in its sole discretion, consider appropriate in the circumstances to prevent dilution or enlargement of the rights granted to employees thereunder.

Ratification of Prior Restricted Share Award Grants

As of the date hereof, there are 264,150 restricted share awards outstanding. We have granted 277,700 restricted share awards since the plan was implemented of which 13,550 have been cancelled. The restricted share awards vest in no more than two years from the date of grant. A holder of a restricted share award will receive the equivalent number of our common shares upon vesting. None of the restricted share awards are currently vested and no common shares have been issued in connection with the awards. All of the outstanding restricted share awards are subject to ratification by our shareholders at this meeting. As a result, at the meeting, shareholders will be asked to pass an ordinary resolution ratifying the granting of the following restricted share awards during the period from September 1, 2011 to April 5, 2012:

Type of Participant	Number of Grantees	Name of Grantee	Number of Awards Granted
Officers	10	Jonathan A. Wright	10,000
		Robert F. Froese	4,900
		Michael J. Lawford ⁽¹⁾	15,000
		D. Chris McDavid	3,800
		Dan B. McKinnon	3,300
		Ross L. Andreachuk	3,600
		Kevin G. Asman	3,500
		Craig W. Burton	3,200
		Wayne M. Olmstead	3,200
		Joshua T. Truba	2,500
Employees ⁽²⁾	123	Various employees	211,150
Total	133		264,150

Notes:

- (1) Michael Lawford's restricted share award grant reflects awards granted as part of his initial offer of employment.
- (2) Does not include 13,550 restricted share awards granted to employees who are no longer employed with us.

We believe that share compensation forms a significant component of executive and employee compensation and that these restricted share awards are necessary to attract and retain qualified and experienced people which is critical to our success and for the benefit of all of our shareholders. As a result, if the above restricted share awards are not approved by our shareholders, we have agreed to grant restricted stock units equal to the number of restricted share awards granted to the holder. The restricted stock units will vest on the same basis as the restricted share awards and each restricted stock unit will entitle the holder to receive cash equal to the market value of the equivalent number of our common shares instead of common shares. See "*Executive Compensation – Summary Compensation of NED's – Long Term Incentive Plans – Restricted Stock Unit Incentive Plan*" for a description of our current restricted stock unit incentive plan.

Text of Resolution

At the meeting, shareholders will be asked to consider and, if thought fit, pass an ordinary resolution substantially in the form set forth below:

"BE IT RESOLVED AS AN ORDINARY RESOLUTION THAT:

1. The restricted share award incentive plan of NuVista Energy Ltd. (the "Corporation") substantially in the form as described in the information circular - proxy statement of NuVista Energy Ltd. dated April 5, 2012 (the "Circular") with such other conforming changes as the board of directors of the Corporation considers necessary or appropriate, is hereby approved;
2. the 264,150 outstanding restricted share awards granted to 133 participants pursuant the restricted share award plan for the period from September 1, 2011 to April 5, 2012 as described in the Circular are hereby ratified and approved; and
3. any officer or director of the Corporation be and is hereby authorized for and on behalf of the Corporation (whether under its corporate seal or otherwise) to execute and deliver all such documents and instruments and to take all such other actions as such officer or director may deem necessary or desirable to implement this resolution and the matters authorized hereby, such determination to be conclusively evidenced by the execution and delivery of such documents and other instruments or the taking of any of such actions."

In order to be passed, the above ordinary resolution must be approved by a majority of the aggregate votes cast by shareholders at the meeting. It is the intention of the persons named in the enclosed form of proxy, if named as proxy and not expressly directed to the contrary in the form of proxy, to vote those proxies in favour of the above resolution.

DIRECTORS' COMPENSATION

Director Compensation

Our board, through the Governance and Nominating Committee, is responsible for the development and implementation of a compensation plan for our directors who are not also officers. We do not pay any compensation to officers for acting as a director. For information concerning the compensation paid to Mr. Wright who is also our President and Executive Officer, see "*Executive Compensation*".

The main objectives of our compensation plan for directors are to attract and retain the services of the most qualified individuals and to compensate the directors in a manner that is commensurate with the risks and responsibilities assumed in board and committee membership and at a level that is similar to the compensation paid to directors of a peer group of oil and gas companies. In addition, our philosophy of using compensation to foster a culture of ownership also extends to our director compensation policies. Our board believes it is important that directors demonstrate their commitment to our stewardship through common share ownership. We have established an equity ownership policy that non-executive directors must have an equity ownership interest in our common shares within six months of joining our board of at least three times their annual board retainer. Following the phase-in period, directors are expected to be in continuous compliance with these guidelines. In the event that an individual who has

achieved the target ownership level subsequently falls below such target ownership level due solely to a decline in the market price of our common shares, such individual will be considered to be in compliance with the ownership guidelines as long as the adjusted cost base of his or her common shares exceeds the target ownership level.

We currently pay our outside directors annual retainers and meeting fees for their roles on our board and board committees and outside directors are also reimbursed for their out-of-pocket expenses incurred in carrying out their duties as directors. Mr. MacPhail and Mr. Poelzer have requested that they not receive any retainer or meeting fees.

The following table summarizes the annual retainer and meetings fees paid for the year ended December 31, 2011:

Compensation Element	Amount
Board Retainer – Annual	\$ 30,000
Board Committees – Annual	
Chair Retainer – Board	\$ -
Lead Director Retainer	7,500
Chair Retainer - Audit	15,000
Chair Retainer - Other ⁽¹⁾	7,500
Member Retainer – Audit	6,000
Member Retainer - Other ⁽¹⁾	4,000
Per Meeting Attendance Fee	
Regular Board Meeting	\$ 1,400
Short Board Meeting	750
Regular Committee Meeting	1,400
Short Committee Meeting	750

Note:

- (1) Retainers for our Reserves Committee, Nominating and Governance Committee and Compensation Committee.

In addition, we grant stock options to our directors. The maximum number of stock options granted to outside directors is limited to 0.25% of our issued and outstanding common shares. In addition, the value of stock options granted to any one non-management director during a calendar year, as calculated on the date of grant, may not exceed \$100,000. We do not make annual stock option grants to our directors. On November 21, 2011 each director was granted 24,000 stock options at an exercise price of \$5.00. As at December 31, 2011, our outside directors held an aggregate of 216,000 options, which represented less than 0.1% of our issued and outstanding common shares as at such date. For information regarding the outstanding options held by the independent directors, see "Outstanding Option-Based and Share-based Awards" and "Incentive Plan Awards – Value Vested or Earned during the Year" below.

Directors' Summary Compensation Table

The following table sets forth for the year ended December 31, 2011, information concerning the compensation paid to our outside directors:

Name	Fees earned (\$)	Share-based awards (\$)	Option-based awards (\$)	Non-equity incentive plan compensation (\$)	Pension value (\$)	All other compensation (\$)	Total (\$)
Keith A. MacPhail	-	-	41,592	-	-	-	41,592
W. Peter Comber	75,500	-	41,592	-	-	-	117,092
Pentti O. Karkkainen	81,900	-	41,592	-	-	-	124,492
Ronald J. Poelzer	-	-	41,592	-	-	-	41,592
Clayton H. Woitas	68,800	-	41,592	-	-	-	110,392
Grant A. Zawalsky ⁽¹⁾	65,500	-	41,592	-	-	-	107,092

Note:

- (1) Mr. Zawalsky is a partner at the law firm of Burnet, Duckworth & Palmer LLP, which receives fees for the provision of legal services to us.

Directors' Outstanding Option-Based Awards and Share-Based Awards

The following table sets forth all option-based awards and share-based awards outstanding at the end of the year ended December 31, 2011 for each of our outside directors:

Name	Option-based Awards				Share-based Awards		
	Number of securities underlying unexercised options (#)	Option exercise price (\$)	Option expiration date	Value of unexercised in-the-money options ⁽¹⁾ (\$)	Number of shares or units of shares that have not vested (#)	Market or payout value of share-based awards that have not vested (\$)	Market or payout value of vested share-based awards not paid out or distributed (\$)
Keith A. MacPhail	12,000	17.63	(2)	-	-	-	-
	24,000	5.00	(3)	5,760			
W. Peter Comber	12,000	17.63	(2)	-	-	-	-
	24,000	5.00	(3)	5,760			
Pentti O. Karkkainen	12,000	17.63	(2)	-	-	-	-
	24,000	5.00	(3)	5,760			
Ronald J. Poelzer	12,000	17.63	(2)	-	-	-	-
	24,000	5.00	(3)	5,760			
Clayton H. Woitas	12,000	17.63	(2)	-	-	-	-
	24,000	5.00	(3)	5,760			
Grant A. Zawalsky	12,000	17.63	(2)	-	-	-	-
	24,000	5.00	(3)	5,760			

Notes:

- (1) Calculated based on the difference between the market price of our common shares at December 31, 2011 (\$5.24) and the exercise price of the options.
- (2) 25% of the options expired on July 1, 2011 and the remaining options will expire on, July 1, 2012, July 1, 2013 and June 30, 2014 respectively.
- (3) 33% of the options expire on May 21, 2015, May 21, 2016 and May 21, 2017 respectively.

Directors' Incentive Plan Awards – Value Vested or Earned During the Year

The following table sets forth for each of our outside directors, the value of option-based awards and share-based awards, which vested during the year ended December 31, 2011, and the value of non-equity incentive plan compensation earned during the year ended December 31, 2011:

Name	Option-based awards – Value vested during the year ⁽¹⁾ (\$)	Share-based awards – Value vested during the year (\$)	Non-equity incentive plan compensation – Value earned during the year (\$)
Keith A. MacPhail	-	-	-
W. Peter Comber	-	-	-
Pentti O. Karkkainen	-	-	-
Ronald J. Poelzer	-	-	-
Clayton H. Woitas	-	-	-
Grant A. Zawalsky	-	-	-

Note:

- (1) All stock options vesting during 2011 had an exercise price greater than the market price of our common shares on the vesting date.

Meeting Attendances

The following is a summary of attendance of our directors at meetings of our board and its committees for 2011:

Name	Board Meetings Attended	Audit Committee Meetings Attended	Reserves Committee Meetings Attended	Governance and Nominating Committee Meetings Attended	Compensation Committee Meetings Attended
W. Peter Comber	10/10	4/4	2/3	2/2	3/4
Pentti O. Karkkainen	10/10	4/4	3/3	2/2 ⁽¹⁾	4/4
Keith A. MacPhail	9/10	4/4 ⁽¹⁾	3/3	2/2 ⁽¹⁾	4/4 ⁽¹⁾
Ronald J. Poelzer	10/10	4/4 ⁽¹⁾	2/3 ⁽¹⁾	2/2 ⁽¹⁾	4/4 ⁽¹⁾
Clayton H. Woitas	10/10	4/4	3/3	2/2	1/4 ⁽¹⁾
Jonathan A. Wright ⁽²⁾	7/7	3/3	1/1	1/1	3/3 ⁽¹⁾
Grant A. Zawalsky	10/10	4/4 ⁽¹⁾	3/3 ⁽¹⁾	2/2	4/4

Notes:

- (1) Attendance by non-committee member.
(2) Mr. Wright became a director effective May 9, 2011.

EXECUTIVE COMPENSATION

For the year ended December 31, 2011 our named executive officers or NEOs, were Mr. Wright, our President and Chief Executive Officer, Mr. Froese, our Vice President, Finance, Chief Financial Officer and Corporate Secretary, Mr. Christie, our former Vice President, Exploration, Mr. McKinnon, our former Vice President, Engineering and Mr. McDavid, our Vice President, Operations.

Compensation Governance

We have developed an executive compensation strategy built on offering a competitive compensation package, which is oriented toward developing a culture of ownership by providing long-term equity-based incentives. As a result, the awarding of stock options is a significant component of our executive compensation. This approach is based on the assumption that our common share price performance over the long-term is an important indicator of long-term performance.

Our compensation philosophy is based on the following fundamental principles:

- Our compensation programs must be aligned with shareholder interests by aligning the goals of executives with maximizing long-term shareholder value.
- Our compensation to NEOs must be performance sensitive by linking compensation to our operating and market performance.
- Our compensation programs must be market competitive in terms of value and structure in order to retain existing employees who are performing according to their objectives and to attract new individuals of the highest calibre.

Compensation Risk

In establishing our executive compensation program the Compensation Committee also considers the implication of the risks associated with our compensation program, including:

- The risk of executives taking inappropriate or excessive risks.
- The risk of inappropriate focus on achieving short term goals at the expense of long term return to shareholders.
- The risk of encouraging aggressive accounting practises.
- The risk of excessive focus on financial returns and operational goals at the expense of regulatory, environmental and health and safety.

While no program can fully mitigate these risks we believe that many of these risks are mitigated by:

- weighting our long term incentives towards share ownership and vesting our long term incentives over a number of years.
- Establishing a uniform incentive programs for all executive officers and employees.
- Avoiding narrowly focused performance goals which may encourage loss of focus on providing long term shareholder return and retaining adequate discretion to insure that Compensation Committee and board retain their business judgment in assessing actual performance.
- Establishing a strong "tone at the top" for accounting, regulatory, environmental and health and safety compliance.

Compensation Governance

The purpose of our Compensation Committee is to assist our board in fulfilling its responsibilities by monitoring our compensation plans and practices and ensuring their congruence with our objectives and goals by assessing and making recommendations regarding compensation, benefits, short and long-term incentive programs and employee retention. The compensation packages awarded to our executives is substantively the same as that provided to the rest of our employees, varying only with respect to the level of compensation provided in order to remain competitive within our industry. This is intended to ensure that the interests of all NuVista employees are aligned internally, and with the long term interests of our shareholders. Our Compensation Committee is currently composed of three non-management directors, Mr. Karkkainen (Chair), Mr. Comber and Mr. MacPhail. All members of the Compensation Committee are independent directors.

Our Chief Executive Officer presents recommendations to the Compensation Committee regarding the total budget for salary adjustments, bonuses and long-term incentives for all non-executive employees. Specific salary, bonus and longer term incentive recommendations for each of the company's executive members are presented to the Compensation Committee and Board of Directors for discussion and approval. The Compensation Committee makes specific recommendations to our board on our Chief Executive Officer's salary, bonus payments and long-term incentive awards. The Compensation Committee also approves the salaries, bonus payments and long-term incentive awards of all other officers. Typically, recommendations regarding officer salaries have been presented to the Compensation Committee in December and recommendations regarding bonuses are presented to the Compensation Committee in February. Beginning in December 2011, recommendations regarding salary adjustments for 2012 and bonus awards for 2011 were presented to the Compensation Committee and subsequently approved by the Board at the same time. Recommendations regarding officer long-term incentive awards are typically made at the same time as awards to all of our employees.

Our board reviews all recommendations of the Compensation Committee before final approval. Any director who is also an officer is excused from the directors' meeting during any discussion of their compensation.

Analysis of Compensation Practices of Competitors

Aggregate compensation for each NEO is designed to be competitive. In order to assess the market competitiveness of our executive compensation programs and assist the Compensation Committee in its evaluation of compensation, we participate in the annual Mercer Total Compensation Survey for the Petroleum Industry and reviewed compensation data from peer companies. In 2011, we considered data from Mercer for the following 10 publicly traded companies with production rates of between 10,000 and 100,000 barrels of oil equivalent per day:

Advantage Oil & Gas Ltd.	Baytex Energy Corp.
Daylight Energy Ltd.	Perpetual Energy Inc.
NAL Resources Management Limited	Paramount Resources Ltd.
Progress Energy Resources Corp.	Birchcliff Energy Ltd.
Crew Energy Inc.	Fairborne Energy Ltd.

The purpose of reviewing the Mercer and peer company data was to:

- Understand the competitiveness of current pay and bonus levels for each executive position relative to companies of similar size.
- Identify and understand any gaps that may exist between actual compensation levels and market compensation levels.
- Establish as a basis for developing salary adjustments and short and long-term incentive awards.

Components of Compensation Plan

Our executive compensation program provides a balanced set of components designed to deliver the objectives of our compensation philosophy. The salary component provides a base of secure compensation necessary to attract and retain executive talent but is on average, lower than the median of the Mercer data for executives. The variable components, bonus and long-term incentives are designed to balance short-term performance with our long-term interests and motivate the superior performance of both. The long-term incentive plan also aligns NEOs with shareholders and helps retain executive talent. Our employee stock savings plan further aligns NEOs with shareholders and allows NEOs to accumulate savings for retirement or other purposes. The combination of the fixed components and the variable incentive opportunities delivers a competitive compensation package although the base salary component is lower than many of our competitors.

In determining salary increases, annual bonuses and other compensation, the Compensation Committee considers overall corporate performance, performance across a number of operating measures to evaluate the execution of our business strategy and other subjective elements such as the strengthening of staff resources, processes and internal communication and individual performance.

Summary Compensation of NEOs

The following table sets forth for the years ended December 31, 2011, December 31, 2010 and December 31, 2009 information concerning the actual compensation paid to our NEOs:

Name and principal position	Year	Salary (\$)	Share-based awards ⁽¹⁾⁽²⁾ (\$)	Option-based awards ⁽³⁾ (\$)	Non-equity incentive plan compensation		Pension value (\$)	All other compensation (\$)	Total compensation (\$)
					Annual incentive plans ⁽⁴⁾ (\$)	Long-term incentive plans (\$)			
Jonathan A. Wright President and Chief Executive Officer ⁽⁵⁾	2011	257,692	445,400	1,913,948	135,000	-	-	27,807	2,779,847
Robert F. Froese Vice President, Finance, Chief Financial Officer and Corporate Secretary	2011	285,000	52,924	236,560	100,000	-	-	107,767 ⁽⁶⁾	782,251
	2010	265,000	56,563	218,861	85,000	-	-	31,135	648,522
	2009	235,000	47,369	280,111	100,000	-	-	28,380	690,860
Kevin J. Christie Vice President, Exploration ⁽⁷⁾	2011	240,000	15,720	74,349	-	-	-	670,124	1,000,193
	2010	232,500	47,479	187,405	68,500	-	-	29,810	558,390
	2009	216,667	37,649	240,772	77,500	-	-	26,730	599,318
Dan B. McKinnon Vice President, Engineering ⁽⁷⁾	2011	230,000	32,488	115,941	66,000	-	-	27,817	472,246
	2010	220,000	47,479	206,447	66,500	-	-	27,808	560,968
	2009	201,667	40,603	240,772	85,000	-	-	26,023	594,065
D. Chris McDavid Vice President, Operations	2011	230,000	38,252	126,165	66,000	-	-	27,817	488,234
	2010	222,500	47,479	206,477	68,000	-	-	28,110	565,270
	2009	201,667	39,987	230,977	87,500	-	-	26,180	586,311

Notes:

- (1) Includes restricted share awards granted to each of Messrs. Wright, Froese, McKinnon and McDavid pursuant to our restricted share award incentive plan. All of these restricted share awards are subject to ratification by our shareholders. See "*Matters to be Acted Upon at the Meeting – Approval of Restricted Share Award Incentive Plan*".
- (2) Based on the grant date fair value of the applicable awards on the date of the grant. These amounts are not necessarily reflective of actual amounts that may be realized on exercise. See "*Outstanding Share-Based Awards and Option-based Awards*" which reflect the value at December 31, 2011.
- (3) Based on the grant date fair value of the applicable options on the date of grant. The fair value of each option granted is determined on the date of grant using the Black-Scholes option pricing model. In the pricing model, the average risk free interest rate was 1.8% during 2011; volatility of 40% during 2011; an average expected life of 4.4 years; an estimated forfeiture rate of 10%; and dividends of \$nil per share. These amounts are not necessarily reflective of actual amounts that may be realized on exercise. See "*Outstanding Share-Based Awards and Option-based Awards*" which reflect the value at December 31, 2011.
- (4) This represents cash bonuses paid to our NEOs.
- (5) Mr. Wright was appointed our President and Chief Executive Officer effective May 9, 2011. His compensation has not been annualized.
- (6) Mr. Froese served as Acting President and Chief Executive Officer until the appointment of Mr. Wright to the position effective May 9, 2011. The 2011 "All Other Compensation" for Mr. Froese includes a special bonus of \$75,000 in recognition of his service in this capacity.
- (7) On November 10, 2011, we announced a reorganization of our executive team which included the consolidation of the positions of Vice President Engineering and Vice President Exploration into a new role called Vice President Development. As a result of these changes, Mr. Kevin Christie's position of Vice President Exploration was eliminated and his employment was terminated. Mr. Dan McKinnon, formerly our Vice President Engineering took on the new role of Manager, Planning & Reserves and Acting Vice President, Development. Mr. Steve Dalman, formerly Vice President Business Development, also left NuVista, and Mr. Craig Burton was appointed as our Vice President, Business Development & New Plays effective December 1, 2011. Mr. Mike Lawford joined NuVista as Vice President, Development on January 24, 2012.

Base Salary

In setting base salaries, our Compensation Committee reviews executive compensation of comparable organizations in the oil and gas industry. Salaries of senior executive officers reflect market conditions and levels of responsibility and are determined utilizing salary survey information from comparable companies.

Typically, salary increases are determined for all employees, including executives in December of each year. The determination of 2011 executive salary increases was made in December, 2010 and implemented effective January 1, 2011. In 2011, NEOs received increases effective January 1, 2011 of between 3.2% and 9.4%. Notwithstanding these increases, our executive salaries remain below the Mercer median data for comparable positions. This is consistent with our compensation philosophy to weight total compensation in favour of variable, long-term performance based components.

The following table summarizes annual base salaries for our NEOs at December 31, 2011 and December 31, 2010:

Name and principal position	2011 Base Salary (\$)	2010 Base Salary (\$)	Increase
Jonathan A. Wright ⁽¹⁾ President and Chief Executive Officer	400,000	N/A	N/A
Robert F. Froese ⁽²⁾ Vice President, Finance, Chief Financial Officer and Corporate Secretary	290,000	265,000	9.4%
Kevin J. Christie ⁽³⁾ Vice President, Exploration	240,000	232,500	3.2%
D. Chris McDavid Vice President, Operations	230,000	222,500	3.4%
Dan B. McKinnon ⁽³⁾ Vice President, Engineering	230,000	220,000	4.5%

Notes:

- (1) Mr. Wright was appointed our President and Chief Executive Officer effective May 9, 2011.
- (2) Mr Froese's base salary was increased to \$275,000 (3.8%) effective January 1, 2011. It was increased to \$290,000 (5.5%) effective May 1, 2011.
- (3) On November 10, 2011, we announced a reorganization of our executive team which included the consolidation of the positions of Vice President Engineering and Vice President Exploration into a new role called Vice President Development. As a result of these changes, Mr. Kevin Christie's position of Vice President Exploration was eliminated and his employment was terminated. Mr. Dan McKinnon, formerly our Vice President Engineering took on the new role of Manager, Planning & Reserves and Acting Vice President, Development. Mr. Steve Dalman, formerly Vice President Business Development, also left NuVista, and Mr. Craig Burton was appointed as our Vice President, Business Development & New Plays effective December 1, 2011. Mr. Mike Lawford joined NuVista as Vice President, Development on January 24, 2012.

Bonuses

Our Compensation Committee approves an annual bonus amount for all employees and specific bonus amounts for officers (including NEOs). The total amount of the annual bonus pool is approved by our board and is based on our performance with respect to bonus performance metrics, current market conditions and other factors considered relevant by our board. Based on these factors the board approved an overall 2011 company bonus of 17.0% of 2011 annual salaries paid or \$2.6 million.

The 2011 target bonus levels for executives, including NEOs, were 40% of annual salary. Actual bonuses paid as a percentage of 2011 salary reflect the year's corporate performance and individual and team specific contribution and performance.

The following table summarizes bonuses paid to our NEOs for the years ended December 31, 2011 and December 31, 2010:

Name and principal position	2011 Bonus (\$)	2010 Bonus (\$)	2011 Bonus as a % of 2011 Base Salary
Jonathan A. Wright ⁽¹⁾ President and Chief Executive Officer	135,000	-	33.8%
Robert F. Froese ⁽²⁾ Interim President and Chief Executive Officer, Vice President, Finance, Chief Financial Officer and Corporate Secretary	100,000	85,000	34.5%
Kevin J. Christie ⁽³⁾⁽⁴⁾ Vice President, Exploration	N/A	68,500	N/A
D. Chris McDavid Vice President, Operations	66,000	68,000	28.7%
Dan B. McKinnon ⁽³⁾ Vice President, Engineering	66,000	66,500	28.7%

Notes:

- (1) Mr. Wright was appointed our President and Chief Executive Officer effective May 9, 2011.
- (2) Does not include a special bonus of \$75,000 paid to Mr. Froese in 2011 in recognition of his service in acting as our Acting President and Chief Executive Officer until the appointment of Mr. Wright to the position effective May 9, 2011.
- (3) On November 10, 2011, we announced a reorganization of our executive team which included the consolidation of the positions of Vice President Engineering and Vice President Exploration into a new role called Vice President Development. As a result of these changes, Mr. Kevin Christie's position of Vice President Exploration was eliminated and his employment was terminated. Mr. Dan McKinnon, formerly our Vice President Engineering took on the new role of Manager, Planning & Reserves and Acting Vice President, Development. Mr. Steve Dalman, formerly Vice President Business Development, also left NuVista, and Mr. Craig Burton was appointed as our Vice President, Business Development & New Plays effective December 1, 2011. Mr. Mike Lawford joined NuVista as Vice President, Development on January 24, 2012.
- (4) Mr. Christie did not receive a bonus for the year ended December 31, 2011; however an amount in lieu of bonus was included in Mr. Christie's severance payment pursuant to his executive employment agreement.

Long-term Incentive Plans

Our long-term incentive plans consist of our stock option plan, restricted stock unit plan, restricted share award plan and employee stock savings plan. Our restricted share award plan is subject to shareholder approval. See "*Matters to be Acted Upon at the Meeting – Approval of Restricted Share Award Incentive Plan*".

Our long-term incentive plans are designed to align the interests of our employees with shareholders by linking a component of compensation to the long-term performance of our common shares. Prior to 2008, our long-term incentive plans consisted only of our stock option and employee stock savings plans. In 2008, based on the review of our compensation programs by management and our compensation consultant, it was determined that we should add restricted stock units to our compensation mix. This decision was based on a general compensation trend to include full-value incentives such as restricted stock units as replacement for a portion of gain-based incentives such as stock option awards. In addition, restricted stock units can provide an employee retention component that can be effective even in a declining share price environment. In August of 2011, we determined that we should implement a restricted share awards program, which is share based, and could be used in lieu of our restricted stock units plan, which is cash based, within our compensation mix. Existing restricted stock unit grants will remain in effect until their normal expiry dates.

Stock Option Plan

Our stock option plan is designed to motivate all employees to focus on our long-term growth and success. It also provides an effective retention tool. Total option awards are presently limited to 10% of our outstanding common shares less the number of issued and outstanding performance shares, if any. Any increase in our issued and outstanding common shares will result in an increase in the available number of common shares issuable under the plan and any exercises of options will make new awards available under the plan. In connection with the implementation of the restricted share award incentive plan, we amended our stock option plan, which does not require shareholder approval, to reduce the number of common shares available under our stock option plan to up to 10% of the aggregate number of our issued and outstanding common shares less: (i) the number of issued and outstanding performance shares; (ii) the aggregate number of common shares reserved for issuance from time to time under our restricted share award plan; and (iii) the aggregate number of common shares reserved for issuance pursuant to the grant of 500,000 stock options to our President and Chief Executive Officer effective March 30, 2011.

The number of common shares issuable pursuant to the plan to any one person shall not exceed 5% of the outstanding common shares. The number of common shares reserved for issuance at any time or issued within one year, pursuant to the plan and all of our other established or proposed share compensation arrangements to insiders shall not exceed 10% of our outstanding common shares and the number of common shares issuable within one year, pursuant to the plan and all of our other established or proposed share compensation arrangements to any one insider and such insider's associates shall not exceed 5% of our outstanding common shares. The number of common shares issuable pursuant to the plan to non-management directors is limited to a maximum of 0.25% of our outstanding common shares. In addition, the value of stock options granted to any one non-management director during a calendar year, as calculated at the date of grant, may not exceed \$100,000.

All options awarded pursuant to the plan will expire on a date as determined at the time of the grant provided that no stock option may be exercised beyond six years from the time of the grant.

Options are issued with an exercise price equal to the volume weighted average trading price of our common shares for the five trading days prior to the date of grant. Any stock options which have not been exercised by the expiry date shall expire and become null and void. If the expiry date of any option falls within any blackout period imposed by our board or within ten business days following the end of any blackout period, then the expiry date of such options shall be extended to the date that is ten business days following the end of such blackout period. Unless approved by our board, no stock options may be exercised by an optionee during a blackout period. Our plan does not provide for any financial assistance to be provided by us to facilitate the exercise of an option.

If an optionee ceases to be a director, officer or employee of us or ceases to be providing services to us on an ongoing basis for any reason whatsoever, including without limitation resignation, dismissal or otherwise but excluding the optionee's death, the optionee may, prior to the expiry date and within 30 days from the date of ceasing to be a director, officer or a employee or ceasing to provide services to us on an ongoing basis, exercise the stock options which are vested within such period, after which time the stock option shall terminate. If an optionee dies prior to the expiry date, the optionee's legal representative may, within six months from the optionee's death and prior to the expiry date, exercise the stock options which are vested within such period, after which time any remaining stock options shall terminate. If there is a "change of control" as defined in the stock option agreement all outstanding stock options vest prior to the date of the change of control. All options granted pursuant to the plan are not assignable.

Optionees have the right (the "**Put Right**") to request that we purchase each of their vested options for a price equal to the difference, if positive, between the market price of our common shares on the day prior to date of notice of exercise of the Put Right and the exercise price of the option. We have the discretion to not accept any exercise of the Put Right. In addition, each optionee that exercises the Put Right may purchase common shares from treasury with the proceeds of the exercise of the Put Right at the market price of our common shares. In certain circumstances as set forth in the plan, an optionee that exercises the Put Right may purchase common shares from us, which may, at our election, be issued on a flow-through basis under the *Income Tax Act* (Canada). The maximum number of common shares available under the Put Right is currently set at 700,000 common shares.

Our board can amend or discontinue the plan or options granted thereunder at any time without shareholder approval; provided any amendment to the plan that requires approval of any stock exchange on which our common shares are listed for trading may not be made without approval of such stock exchange. However, without the prior approval of the shareholders, as may be required by such exchange, we may not: (a) make any amendment to the plan to increase the percentage of common shares issuable on exercise of outstanding options at any time; (b) reduce the exercise price of any outstanding stock options or in respect of the cancellation or re-issuance of any stock options; (c) extend the term of any outstanding stock option beyond the original expiry date of such stock option unless such extension is due to a blackout period being in effect; (d) make any amendment to increase the maximum limit on the number of securities that may be issued to insiders; (e) amend the limits on grants of stock options to non management directors; (f) change participants eligible to receive stock options under the plan to permit the introduction or re-introduction of non-employee directors on a discretionary basis; (g) permit an optionee to transfer or assign stock options to a new beneficial holder, other than for estate settlement purposes; or (h) make any amendment to the amendment clause. In addition, no amendment to the plan or stock options granted pursuant to the plan may be made without the consent of the optionee, if it adversely alters or impairs any stock option previously granted to such optionee under the plan.

In December 2009, based on a review of our stock option plan, our policy regarding the vesting terms and expiry dates for all new stock options awards were changed. For all future stock option awards, one-third of the total award will vest on each of the first three anniversary dates and options will expire 2.5 years following the vesting date. For stock option awards prior to this date, vesting was one-quarter of the total award on each of the first four anniversary dates with an expiry date two years following the vesting date. In addition, our form of option agreement was amended to ensure that the change of control provisions in our long-term incentive plans were consistent.

All of our employees participate in the stock option plan. Subject to regulatory requirements, the terms and conditions of options granted under the stock option plan are determined by our board based on recommendations from the Compensation Committee. Stock option awards are approved for each officer with the award value based on percentage of salary adjusted for individual performance and other factors.

Our historical practise was to grant stock options on an annual basis, except in the case of new hires. In the fall of 2009, we decided to split the annual long-term incentive grants into semi-annual awards (May and November) to address the volatility in our share price.

A copy of our stock option plan has been filed and is available on the SEDAR at www.sedar.com.

Restricted Stock Unit Incentive Plan

Our restricted stock unit incentive plan is designed to motivate all employees to focus on our long-term growth and success. The plan also provides employees with a compensation component that is linked to share performance but has less leverage to our share price than stock options. We believe that restricted stock units enhance our ability to attract and retain employees and complement the other components in our compensation program. The mix of restricted stock units, restricted share awards and stock options received by an employee is based on their level in the organization and their role. Generally the long-term incentive awards for more senior employees are weighted towards stock options and awards for other employees are weighted towards restricted stock units and restricted share awards.

All of our employees participate in the restricted stock unit incentive plan. Our outside directors are not eligible to participate in the restricted stock unit incentive plan. The terms and conditions of restricted stock units awarded under the restricted stock unit incentive plan are determined by our board based on recommendations from the Compensation Committee. Restricted stock unit awards are approved for each executive with the award value based on percentage of salary, adjusted for individual performance and other factors.

Each restricted stock unit entitles an employee to a cash payment equal to the fair market value of our underlying common shares on the date that the restricted stock unit matures. For this purpose, fair market value means the volume weighted average of the prices at which our common shares traded on the Toronto Stock Exchange for the five (5) trading days prior to the maturity date. Unless otherwise determined by our Compensation Committee, each restricted stock unit granted pursuant to the restricted stock unit incentive plan has a fixed term of not more than 36

months less a day. All restricted stock units expire at the end of the term. Until November 2009, all of our restricted stock units vested over three years. Since November of 2009, restricted stock units vest and become payable two years after the date the restricted stock units are issued.

Unless otherwise provided in the grant agreement or the participant's employment contract: (i) if a holder ceases to be an employee "for cause", all restricted stock units shall be forfeited; (ii) if a holder voluntarily ceases to be an employee, all unpaid and matured restricted stock units shall be paid in full and all unmatured restricted stock units shall be forfeited; and (iii) if a holder ceases to be an employee as a result of the death or retirement or involuntary termination without cause, all unpaid and matured restricted stock units shall be payable in full and the holder shall be entitled to a proportionate share of unmatured restricted stock units. If there is a "change of control" as defined in the restricted stock unit incentive Plan, all outstanding restricted stock units are payable in full prior to the date of the change of control. All restricted stock units granted pursuant to the plan are not assignable.

Our board may amend or discontinue the restricted stock unit incentive plan or any restricted stock units granted thereunder at any time without shareholder approval; provided any amendment to the restricted stock unit incentive plan that requires approval of any stock exchange may not be made without approval of such stock exchange. In addition, no amendment to the restricted stock unit incentive plan or restricted stock units granted thereunder may be made without the consent of the participant, if it adversely alters or impairs any restricted stock units previously granted to such participant.

At December 31, 2011, there were 478,868 restricted stock units outstanding.

Restricted Share Award Incentive Plan

Our restricted share award incentive plan is designed to motivate all employees to focus on our long-term growth and success by providing employees with compensation that is linked to share performance and to promote a proprietary interest in us. Our restricted share award incentive plan was approved by our board on November 10, 2011. To date, we have granted an aggregate of 277,700 restricted share awards under our restricted share award incentive plan to various employees, including NEOs, 13,550 of which have been cancelled. All of the outstanding restricted share awards are subject to ratification at this meeting. In the event that such ratification is not obtained, such restricted share awards will be converted to restricted stock units in accordance with their terms. For further information on our restricted share award incentive plan and the awards granted thereunder, see "*Matters to be Acted Upon at the Meeting – Approval of Restricted Share Award Incentive Plan*".

All of our employees will participate in the restricted share award incentive plan. Our outside directors are not eligible to participate in the restricted share award plan. The terms and conditions of restricted share awards awarded under the restricted share award incentive plan are determined by our board based on recommendations from the Compensation Committee. Restricted share awards are approved for each executive with the award value based on percentage of salary, adjusted for individual performance and other factors.

Employee Stock Savings Plan

We have an employee savings plan whereby all employees, including executive officers, are encouraged to contribute up to a maximum of 6% of their salary to the employee stock savings plan. Employees can choose to direct this money into a registered or non-registered savings plan. For each dollar contributed by the employee to the plan, we contribute 1.5 dollars. The funds are used to purchase our common shares in the open market. Both the employee and the employer contributions are subject to a one-year restriction on removal from the plan. Since the plan is available to all employees, it has been successful in encouraging employees to become shareholders of us and promoting the principle of alignment with shareholder interests. The Compensation Committee considers this program to be competitive. There is no other form of retirement or savings program. All NEOs participated in the program in 2011. These amounts are included in the "*All Other Compensation*" on the Summary Compensation Table above.

Outstanding Share-Based Awards and Option-Based Awards

The following table sets forth for each NEO, all option-based awards and share-based awards outstanding at the end of the year ended December 31, 2011:

Name	Option-based Awards				Share-based Awards						
	Number of securities underlying unexercised options (#)	Option exercise price (\$)	Option expiration date	Value of unexercised in-the-money options ⁽¹⁾ (\$)	Number of shares or units of shares that have not vested ⁽²⁾ (#)	Market or payout value of share-based awards that have not vested ⁽³⁾ (\$)	Market or payout value of vested share-based awards not paid out or distributed ⁽⁴⁾ (\$)				
Jonathan A. Wright	500,000	9.96	⁽¹³⁾	-	85,000	445,400	-				
	75,000	5.00	⁽¹²⁾	18,000							
Robert F. Froese	33,000	7.92	⁽⁴⁾	-	16,410	85,988	-				
	22,000	8.96	⁽⁵⁾	-							
	48,000	10.39	⁽⁶⁾	-							
	30,000	11.05	⁽⁷⁾	-							
	33,000	11.14	⁽⁸⁾	-							
	10,000	14.09	June 30, 2012	-							
	20,000	14.32	⁽⁹⁾	-							
	25,000	14.35	Feb. 27, 2012	-							
	41,250	15.49	⁽¹⁰⁾	-							
	50,000	9.41	⁽¹¹⁾	-							
	39,000	5.00	⁽¹²⁾	9,360							
	Kevin J. Christie	-	-	-				-	-	-	-
Dan B. McKinnon	27,000	7.92	⁽⁴⁾	-	11,520	60,365	-				
	20,000	8.96	⁽⁵⁾	-							
	46,000	10.39	⁽⁶⁾	-							
	25,000	11.05	⁽⁷⁾	-							
	29,000	11.14	⁽⁸⁾	-							
	10,000	14.09	June 30, 2012	-							
	15,000	14.32	⁽⁹⁾	-							
	33,750	15.49	⁽¹⁰⁾	-							
	22,000	9.41	⁽¹¹⁾	-							
	24,000	5.00	⁽¹²⁾	5,760							
	D. Chris McDavid	27,000	7.92	⁽⁴⁾				-	12,600	66,024	-
		20,000	8.96	⁽⁵⁾				-			
46,000		10.39	⁽⁶⁾	-							
25,000		11.05	⁽⁷⁾	-							
27,000		11.14	⁽⁸⁾	-							
10,500		14.09	June 30, 2012	-							
20,000		14.32	⁽⁹⁾	-							
33,750		15.49	⁽¹⁰⁾	-							
24,000		9.41	⁽¹¹⁾	-							
26,000		5.00	⁽¹¹⁾	6,240							

Notes:

- (1) Calculated based on the difference between the market price of our common shares at December 31, 2011 (\$5.24) and the exercise price of the options.
- (2) Includes restricted share awards granted to each of Messrs. Wright, Froese, McKinnon and McDavid pursuant to our restricted share award incentive plan which are subject to ratification by our shareholders. See "Matters to be Acted Upon at the Meeting – Approval of Restricted Share Award Incentive Plan".
- (3) Calculated based on the value of our common shares at December 31, 2011.
- (4) 33% of the options expire on June 23, 2012, June 23, 2013 and June 22, 2014 respectively.
- (5) 33% of the options expire on May 19, 2014, May 19, 2015 and May 18, 2016 respectively.
- (6) 33% of the options expire on November 25, 2013, November 25, 2014 and November 24, 2015 respectively.
- (7) 33% of the options expire on May 23, 2013, May 23, 2014 and May 22, 2015 respectively.
- (8) 33% of the options expire on November 12, 2012, November 12, 2013 and November 11, 2014 respectively.
- (9) 50% of the options expire July 3, 2012 and July 2, 2013 respectively.
- (10) 33% of the options expire on March 17, 2012, March 17, 2013 and March 16, 2014 respectively.
- (11) 33% of the options expire on December 3, 2014, December 3, 2015 and December 2, 2016 respectively.

- (12) 33% of the options expire on May 21, 2015, May 21, 2016 and May 20, 2017.
 (13) 33% of the options expire on September 30, 2014, September 30, 2015 and September 30, 2016.

Incentive Plan Awards – Value Vested or Earned During the Year

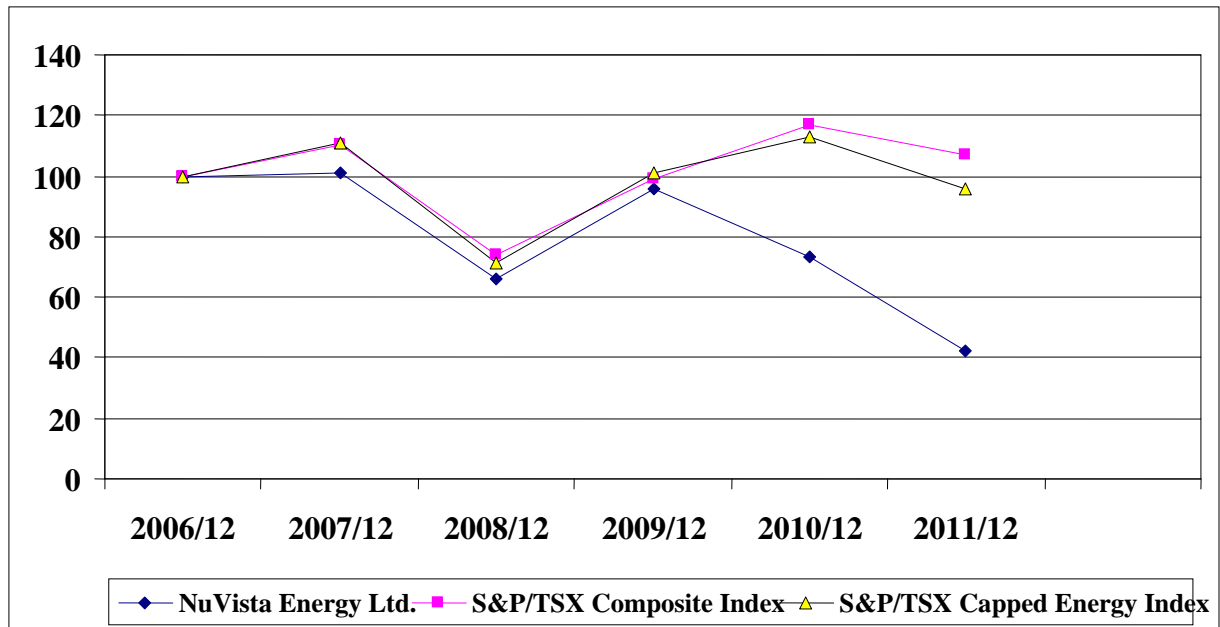
The following table sets forth for each NEO, the value of option-based awards and share-based awards which vested during the year ended December 31, 2011, and the value of non-equity incentive plan compensation earned during the year ended December 31, 2011:

Name	Option-based awards – Value vested during the year ⁽¹⁾ (\$)	Share-based awards – Value vested during the year ⁽²⁾ (\$)	Non-equity incentive plan compensation – Value earned during the year (\$)
Jonathan A. Wright	-	-	135,000
Robert F. Froese	-	30,235	100,000
Kevin J. Christie	-	112,612	-
Dan B. McKinnon	-	26,595	66,000
D. Chris McDavid	-	26,404	66,000

Notes:

- (1) Calculated based on the difference between the market price of our common shares on the vesting date and the exercise price of the options on the vesting date.
 (2) Calculated based on the five day volume weighted average share price for the five trading days prior to the vesting date.

Performance Graph



	2006/12	2007/12	2008/12	2009/12	2010/12	2011/12
NuVista Energy Ltd.	100	101	66	96	73	42
S&P/TSX Composite Index ⁽¹⁾	100	110	74	99	117	107
S&P/TSX Capped Energy Index ⁽²⁾	100	111	71	101	113	96

Notes:

- (1) The S&P/TSX Composite Index was previously called the TSE 300 Index.
 (2) The S&P/TSX Capped Energy Index was previously called S&P/TSX Capped Energy Trust Index.

Salaries and bonuses for our executive officers are based in part on the achievement of certain pre-determined performance metrics at the beginning of each fiscal year. The achievement of these objectives is measured against corporate and individual targets, as described earlier, and does not necessarily track the changes in the market value of our common shares.

Our long-term incentive plans are designed to align the interests of employees, including NEOs, with shareholders by linking a component of compensation to our common share performance. The mix of stock options and restricted stock units in our NEOs compensation is more heavily weighted towards stock options.

Securities Authorized for Issuance Under Equity Compensation Plans

The following sets forth information in respect of securities authorized for issuance under our equity compensation plans as at December 31, 2011:

Plan Category	Number of securities to be issued upon exercise of outstanding options, warrants and rights (a)	Weighted average exercise price of outstanding options, warrants and rights (b)	Number of securities remaining available for future issuance under equity compensation plans (excluding securities reflected in column (a)) (c)
Equity compensation plans approved by securityholders: Stock Option Plan ⁽¹⁾	9,001,335	\$10.55	2,212,736
Equity compensation plans not approved by securityholders: Inducement Options ⁽²⁾ Restricted Share Awards ⁽³⁾	500,000 450,000	\$9.96 -	- 212,950
Total	9,951,335	\$10.51	2,425,686

Notes:

- (1) As at December 31, 2011, an aggregate of 6,788,599 stock options were outstanding under our stock option plan. The maximum number of common shares available under our stock option plan is equal to 10% of the aggregate number of our issued and outstanding common shares less: (i) the number of issued and outstanding performance shares; (ii) the aggregate number of common shares reserved for issuance from time to time under our restricted share award plan; and (iii) the aggregate number of common shares reserved for issuance pursuant to the grant of 500,000 stock options to our President and Chief Executive Officer effective March 30, 2011.
- (2) Represents inducement options granted to our President and Chief Executive Officer effective March 30, 2011.
- (3) Our restricted share award incentive plan was approved by our board on November 10, 2011. Under the restricted share award incentive plan, the number of common shares reserved for issuance from time to time pursuant to outstanding restricted share awards granted and outstanding under the plan shall not exceed 450,000 common shares. As at December 31, 2011, an aggregate of 237,050 restricted share awards had been granted under the plan. As of the date hereof, an aggregate of 264,150 restricted share awards are outstanding, all of which are subject to ratification. *"Matters to be Acted Upon at the Meeting – Approval of Restricted Share Award Incentive Plan"*.

Pension Plan Benefits

We do not have any pension plans for our employees. We have established a savings plan to assist employees in meeting their savings goals. See *"Compensation Discussion and Analysis – Employee Stock Savings Plan"*.

Executive Share Ownership Guidelines

Mr. Jonathan Wright was appointed as our new President and Chief Executive Officer effective May 9, 2011. Our board believes it is important that Mr. Wright demonstrate his commitment to our stewardship through common share ownership. Pursuant to his employment agreement, Mr. Wright is required to acquire common shares with a value equivalent of two times his annual base salary within two years of his appointment. Following this phase-in period, Mr. Wright is expected to be in continuous compliance with this requirement. In the event that Mr. Wright has achieved the target ownership and the value of our common shares subsequently falls below such target ownership level due solely to a decline in the market price of our common shares, Mr. Wright will be considered to be in compliance with ownership guidelines as long as the adjusted cost base of his common shares exceeds the target ownership level.

Employment Agreements

We have entered into employment agreements with each of NEO pursuant to which we have agreed to make certain payments to the executive in the event of termination without cause, a "change of control" without termination and a "change of control" with termination. The following is a description of payments or the nature of the vesting of long-term incentives due to the NEO's departure upon resignation, termination without cause, normal retirement, change of control without termination and a change of control with termination. For the purpose of the employment agreements, termination includes constructive dismissal.

Resignation

- Retiring allowance – none.
- Stock options – prior to the applicable expiry date or within 30 days of ceasing to be an employee, whichever is earlier, the NEO can exercise all stock options vested or vesting within such period.
- Restricted stock units – all unpaid and unmatured restricted stock units are forfeited as of the date of ceasing to be an employee.
- Restricted share awards – all unvested restricted share awards are forfeited as of the date of ceasing to be an employee.

Termination Without Cause

- Retiring allowance to be paid within five business days of termination consisting of:
 - One and one-half times the NEO's current base salary; and
 - 20% of such amounts in-lieu of employment benefits; and
 - One times the greater of any cash bonus paid to the NEO in the year prior to termination or an average of the cash bonuses paid to the NEO in the two years prior to termination. Mr. Wright's employment agreement provided for payment of \$75,000 in the event of termination prior to the payment of any other bonus amount, and 1 ½ times the greater of any cash bonus paid to the NEO in the year prior to termination or an average of the cash bonuses paid to the NEO in the two years prior to termination.
- Stock options – prior to the applicable expiry date or within 30 days of ceasing to be an employee, whichever is earlier, the NEO can exercise all stock options vesting within one and one-half years of the date of ceasing to be an employee.
- Restricted stock units – payment is received for all unpaid and matured restricted stock units and a proportionate share of unmatured restricted stock units.
- Restricted share awards – prior to the applicable expiry date or within 30 days of ceasing to be an employee, whichever is earlier, the NEO can exercise all restricted share awards that have vested on the date of ceasing to be an employee plus a proportionate number of restricted share awards that had not yet vested.

Normal Retirement

- Retiring allowance – none.
- Stock options – within 30 days of ceasing to be an employee, the NEO can exercise all stock options vested or vesting within 30 days of the date of ceasing to be an employee.
- Restricted stock units – payment is received for all unpaid and matured restricted stock units and a proportionate share of unmatured restricted stock units.
- Restricted share awards – prior to the applicable expiry date or within 30 days of ceasing to be an employee, whichever is earlier, the NEO can exercise all restricted share awards that have vested on the date of ceasing to be an employee plus a proportionate number of restricted share awards that had not yet vested.

Change of Control Without Termination

- Retiring allowance – none.
- Stock options – all stock options outstanding vest prior to the change of control in accordance with the stock option agreement.
- Restricted stock units – all unpaid and matured or unmatured restricted stock units are payable.
- Restricted share awards – all outstanding restricted share awards vest on the change of control and the underlying common shares are issued.

Change of Control With Termination

- Retiring allowance to be paid within five business days of termination consisting of:
 - One and one-half times the NEO's current base salary;
 - 20% of such amounts of employment benefits; and
 - One times the greater of any cash bonus paid to the NEO in the year prior to termination or an average of the cash bonuses paid to the NEO in the two years prior to termination. Mr. Wright's employment agreement provides for payment of \$75,000 in the event of termination prior to the payment of any other bonus amount, and 1½ times the greater of any cash bonus paid to Mr. Wright in the year prior to termination or an average of the cash bonuses paid to Mr. Wright in the two years prior to termination.
- Stock options – all stock options outstanding vest prior to the change of control in accordance with the stock option agreement.
- Restricted stock units – all unpaid and matured or unmatured restricted stock units are payable.
- Restricted share awards – all outstanding restricted share awards vest on the change of control and the underlying common shares are issued.

Other key terms of the employment agreements:

- We are entitled to terminate an NEO's employment for just cause at any time without notice and without any payment to the NEO whatsoever, save and except only for payment of the pro-rata salary earned for services rendered up to and including the termination date, plus any outstanding vacation pay and expenses.
- The NEO may resign by providing us with two months advance written notice of the resignation date.
- Should there be a change of control and an event that constitutes constructive dismissal within six months of the change of control, the NEO has the right, for a period of ninety days following the event or events that constituted the change of control, to elect to terminate his employment upon providing us with one week advance written notice.
- In the event of a change of control and the NEO elects to terminate his employment, the NEO will be required, at our option, to continue his employment with us for a period of up to two months at the NEO's then existing compensation package, to assist us in an orderly transition of management.

The following table summarizes the estimated payments and benefits to each NEO as if the employment events listed above had occurred on December 31, 2011:

	Resignation (\$)	Termination (without cause) (\$)	Normal Retirement (\$)	Change of Control without Termination (\$)	Change of Control with Termination (\$)
Jonathan A. Wright	-	1,051,925	129,425	1,348,350 ⁽¹⁾	1,348,350
Robert F. Froese	-	654,422	32,422	82,214	704,214
Kevin J. Christie ⁽²⁾	N/A	N/A	N/A	N/A	N/A
D. Chris McDavid	-	506,266	25,266	63,126	544,126
Dan B. McKinnon	-	504,486	24,236	57,715	537,965

Notes:

- (1) Mr. Wright's Executive Employment Agreement provides him the option of terminating his employment in the event of a change of control.
- (2) No termination liability is listed for Mr. Christie due to his departure in November, 2011.
- (3) Includes restricted share awards granted to each of Messrs. Wright, Froese, McDavid and McKinnon pursuant to our restricted share award incentive plan. All of these restricted share awards are subject to ratification by our shareholders. See "Matters to be Acted Upon at the Meeting – Approval of Restricted Share Award Incentive Plan".

Short Selling and Restrictions

Our directors and officers are prohibited from knowingly selling, directly or indirectly, a common share or other security if such person selling such security does not own or has not fully paid for the security to be sold. Directors and officers shall not, directly or indirectly, buy or sell a call or put in respect of a common share or other security of us. Notwithstanding these prohibitions, directors and officers may sell a common share which such person does not own if such person owns another security convertible into common shares or an option or right to acquire common shares share sold and, within 10 days after the sale, such person: (i) exercises the conversion privilege, option or right and delivers the common share so associated to the purchaser; or (ii) transfers the convertible security, option or right, if transferable to the purchaser.

STATEMENT OF CORPORATE GOVERNANCE PRACTICES

Board of Directors

All of our directors, other than Mr. Wright, are independent. Our board has determined that Messrs. Comber, Karkkainen, MacPhail, Poelzer, Woitas and Zawalsky are independent. Our board has determined that Mr. Wright is not independent as he is our President and Chief Executive Officer.

Independence Analysis

W. Peter Comber, Pentti O. Karkkainen and Clayton H. Woitas

None of Messrs. Comber, Karkkainen or Woitas have any current or past business relationship with us other than as independent directors.

Keith A. MacPhail and Ronald J. Poelzer

Messrs. MacPhail and Poelzer had a past business relationship with us. Mr. MacPhail is the Chairman and Chief Executive Officer and Mr. Poelzer is the Vice Chairman and Executive Vice President of Bonavista Energy Corporation ("**Bonavista**"), but we no longer have any ongoing service relationship or partnership relationship with Bonavista. In 2003, as part of a plan of arrangement with Bonavista, we entered into a Technical Services Agreement with Bonavista (the "**TSA**") pursuant to which Bonavista employees were also our employees and

provided services to us in respect of the management, development, exploitation and operation of our assets. Under the TSA, Bonavista also provided various administrative services, as well as access to geological and technical data relating to our assets. Effective January 1, 2007, the terms of the TSA were amended to reflect the reduced level of services to be provided by Bonavista. On August 31, 2007, the TSA was terminated and Messrs. MacPhail and Poelzer ceased to be employees of NuVista. The TSA was replaced with a services agreement (the "**Services Agreement**") that reflected the remaining specified services to be provided by Bonavista which consisted primarily of the provision of office space, oil and natural gas marketing services, reception services and some information technology services. On November 1, 2008, the Services Agreement was terminated and Bonavista no longer provided any ongoing services to us. In addition, in February 2011, we entered into a series of transactions with Bonavista to separate our partnership ownership of certain crude oil and natural gas assets held through NuVista Energy, a partnership between NuVista and Bonavista. Our board has concluded that Messrs. MacPhail and Poelzer are independent and capable of exercising independent judgment after considering, among other thing:

- that more than 3 years have elapsed since either Messrs. MacPhail and Poelzer were our employees;
- that Bonavista no longer provides any services to us;
- that the partnership relationship between us and Bonavista has been terminated;
- their share ownership position and personal financial circumstances; and
- the statutory guidance with respect to the meaning of independence contained in National Instrument 58-101 – *Disclosure of Corporate Governance Practises*.

Grant A. Zawalsky

Mr. Zawalsky is a partner of Burnet, Duckworth & Palmer LLP who provide legal services to us. Our board has concluded that Mr. Zawalsky is independent and capable of exercising independent judgment after considering, among other thing:

- that the fees charged by Burnet, Duckworth & Palmer LLP to us is less than 1% of Burnet, Duckworth & Palmers LLP's total income;
- his equity interest in Burnet, Duckworth & Palmer LLP;
- his common share ownership position and personal financial circumstances; and
- the statutory guidance with respect to the meaning of independence contained in National Instrument 58-101 – *Disclosure of Corporate Governance Practices*.

Our independent board members conduct "in-camera" sessions as part of the agenda of each regularly scheduled meeting, generally immediately following regularly scheduled board of directors or committee meetings. In 2011, we held 22 such meetings.

The following directors are presently directors of other issuers that are reporting issuers (or the equivalent):

Director	Names of Other Issuers
W. Peter Comber	Sure Energy Inc.
Pentti O. Karkkainen	None
Keith A. MacPhail	Bonavista Energy Corporation and Canadian Natural Resources Limited
Ronald J. Poelzer	Bonavista Energy Corporation
Clayton H. Woitas	EnCana Corporation, EnerMark Inc. and Gibson Energy Inc.
Jonathan A. Wright	None
Grant A. Zawalsky	Zargon Oil & Gas Ltd. and Whitecap Resources Inc.

Board Mandate

Our board, either directly or through its committees, is responsible for the supervision of management of our business and affairs with the objective of enhancing shareholder value. The following is a summary of our board's written mandate:

The board is responsible for the stewardship of us, our subsidiaries, partnerships and other controlled entities. In discharging its responsibility, the board is required to exercise the care, diligence and skill that a reasonably prudent person would exercise in comparable circumstances and will act honestly and in good faith with a view to our best interests. In general terms, the board will:

- in consultation with our Chief Executive Officer, define our principal objectives;
- supervise the management of our business and affairs with the goal of achieving our principal objectives as defined by our board;
- discharge the duties imposed on our board by applicable laws;
- for the purpose of carrying out the foregoing responsibilities, take all such actions as the board deems necessary or appropriate;

Without limiting the generality of the foregoing, our board is also required to perform the following duties:

Strategic Direction and Capital and Financial Plans

- require our Chief Executive Officer to present annually to our board, a longer range strategic plan and a shorter range business plan for our business, which plans must:
 - be designed to achieve our principal objectives;
 - identify our principal strategic and operational opportunities and risks of our business; and
 - be approved by the board as a pre-condition to the implementation of such plans;
- review progress towards the achievement of the goals established in the strategic, operating and capital plans;
- identify the principal risks of our business and take all reasonable steps to ensure the implementation of the appropriate systems to manage these risks;
- approve the annual operating and capital plans;
- approve acquisitions and dispositions in excess of which require approval pursuant to expenditure limits established by our board;
- approve the establishment of credit facilities.
- approve issuances of common shares or other instruments to the public.

Monitoring and Acting

- monitor progress towards achieving its goals, and to revise and alter its direction through management in light of changing circumstances;
- monitor our overall human resources policies and procedures, including compensation and succession planning;
- approve our dividend policy;
- appoint our Chief Executive Officer and determine the terms of our Chief Executive Officer's employment with us;
- ensure systems are in place for the implementation and integrity of our internal control and management information systems;
- in consultation with our Chief Executive Officer, develop a position description for our Chief Executive Officer;
- evaluate the performance of our Chief Executive Officer at least annually;
- in consultation with our Chief Executive Officer, establish the limits of management's authority and responsibility in conducting our business;
- in consultation with our Chief Executive Officer, appoint our officers and approve the terms of our officer's employment;
- develop a system under which succession to senior management positions will occur in a timely manner;

- approve any proposed significant change in our management organization structure;
- approve all of our sponsored retirement plans for officers and employees;
- in consultation with our Chief Executive Officer, establish our disclosure policy;
- generally provide advice and guidance to management; and
- approve all matters relating to a takeover bid for our securities.

Finances and Controls

- review our systems to manage the risks of our business and, with the assistance of management, our auditors and others (as required), evaluate the appropriateness of such systems;
- monitor the appropriateness of our capital structure;
- ensure that our financial performance is properly reported to shareholders, other security holders and regulators on a timely and regular basis;
- in consultation with our Chief Executive Officer, establish the ethical standards to be observed by all of our officers and employees and use reasonable efforts to ensure that a process is in place to monitor compliance with those standards;
- require that our Chief Executive Officer institute and monitor processes and systems designed to ensure compliance with applicable laws by us and our officers and employees;
- require that our Chief Executive Officer institute, and maintain the integrity of, internal control and information systems, including maintenance of all required records and documentation;
- approve material contracts to be entered into by us;
- recommend to our shareholders a firm of chartered accountants to be appointed as our auditors;
- ensure our oil and gas reserves report fairly represents the quantity and value of our reserves in accordance with generally accepted engineering principles and applicable securities laws; and
- take reasonable actions to gain reasonable assurance that all financial information made public by us (including our annual and quarterly financial statements) is accurate and complete and represents fairly our financial position and performance.

Governance

- in consultation with the chair of our board, develop a position description for the chair;
- selecting nominees for election to our board;
- facilitate the continuity, effectiveness and independence of our board by, amongst other things:
 - appointing a chair of our board;
 - appointing from amongst the directors, an audit committee and such other committees of our board as our board deems appropriate;
 - defining the mandate of each committee of our board;
 - ensuring that processes are in place and are utilized to assess the effectiveness of the chair of our board, the board as a whole, each committee of our board and each director; and
 - establishing a system to enable any director to engage an outside advisor at our expense;
- review annually the composition of our board, and its committees and assess directors' performance on an ongoing basis, and propose new members to our board; and
- review annually the adequacy and form of the compensation of directors.

Delegation

- our board may delegate its duties to, and receive reports and recommendations from, any committee of our board.

Composition

- our board should be composed of at least five individuals elected by the shareholders at the annual meeting;

- a majority of the members of our board should be independent directors (within the meaning of National Instrument 58-101) and free from any business or other relationship that could impair the exercise of independent judgment;
- members of our board should have or obtain sufficient knowledge of us and the oil and gas business to assist in providing advice and counsel on relevant issues;
- members of our board should offer their resignation from the board to the Chair of the Governance and Nominating Committee following:
 - a change in personal circumstances which would reasonably interfere with the ability to serve as a director; and
 - a change in personal circumstances, which would reasonably reflect poorly on us (for example, finding by a Court of fraud, or conviction under Criminal Code or securities legislation).

Meetings

- our board shall meet at least four times per year and/or as deemed appropriate by the Chair;
- our board shall meet at the end of its regular quarterly meetings without members of management being present;
- minutes of each meeting shall be prepared;
- our Chief Executive Officer and Chief Financial Officer shall be available to attend all meetings of the board upon invitation by our board; and
- Vice Presidents and such other staff as appropriate to provide information to our board shall attend meetings at the invitation of the board.

Authority

- the board shall have the authority to review any corporate report or material and to investigate our activities and to request any employees to cooperate as requested by the board; and
- the board may retain persons having special expertise and/or obtain independent professional advice to assist in fulfilling its responsibilities at our expense.

Board Committees

Our board has four committees: an Audit Committee, a Compensation Committee, a Reserves Committee and a Governance and Nominating Committee, all members of whom are independent directors. Our board has accepted overall responsibility for health, safety and environment and no separate committee has been established to deal with these issues.

Audit Committee

The members of our Audit Committee are Mr. Comber (Chair), Mr. Karkkainen and Mr. Poelzer. The committee's mandate includes:

- overseeing the work of our external auditors, including resolution of disagreements between management and the external auditors regarding financial reporting;
- monitoring, on behalf of the board, our control systems, including:
 - identifying, monitoring and mitigating business risks; and
 - ensuring compliance with legal, ethical and regulatory requirements including the certification process;
- reviewing our annual financial statements prior to their submission to the board for approval. The process should include but not be limited to:
 - reviewing the appropriateness of significant accounting principles and any changes in accounting principles, or in their application, which may have a material impact on the current or future years' quarterly unaudited and annual audited financial statements;
 - reviewing significant accruals, reserves or other estimates such as the ceiling test calculation;
 - reviewing accounting treatment of unusual or non-recurring transactions;
 - ascertaining compliance with covenants under loan agreements;
 - reviewing the adequacy of the asset retirement obligation in the financial statements;

- reviewing disclosure requirements for commitments and contingencies;
- reviewing adjustments raised by the external auditors, whether or not included in the financial statements;
- reviewing unresolved differences between management and the external auditors;
- reviewing non-recurring transactions;
- reviewing related party transactions; and
- obtaining explanations of significant variances with comparative reporting periods;
- reviewing the financial statements, prospectuses, management discussion and analysis (MD&A), annual information forms (AIF) and all public disclosure containing audited or unaudited financial information before release and prior to approval of the board. The committee must be satisfied that adequate procedures are in place for the review of our disclosure of all other financial information and shall periodically access the accuracy of those procedures;
- with respect to the appointment of external auditors by the board, the committee shall:
 - recommend to the board the appointment of our external auditors;
 - recommend to the board the terms of engagement of our external auditors, including the compensation of the auditors and a confirmation that the external auditors shall report directly to the committee;
 - when there is to be a change in auditors, review the issues related to the change and the information to be included in the required notice to securities regulators of such change; and
 - review and approve any non-audit services to be provided by the external auditors' firm and consider the impact on the independence of the auditors;
- reviewing with external auditors (and internal auditor if one is appointed by us) their assessment of our internal controls, their written reports containing recommendations for improvement, and management's response and follow-up to any identified weaknesses. The committee shall also review annually with the external auditors their plan for their audit and, upon completion of the audit, their reports upon our financial statements;
- pre-approving all non-audit services to be provided to us by our external auditors. The committee may delegate to one or more members the authority to pre-approve non-audit services, provided that the members report to the committee at the next scheduled meeting such pre-approval and the members comply with such other procedures as may be established by the committee from time to time;
- reviewing our financial risk management policies and procedures (i.e. hedging, litigation and insurance);
- establishing a procedure for:
 - the receipt, retention and treatment of complaints received by us regarding accounting, internal accounting controls or auditing matters; and
 - the confidential, anonymous submission by our employees of concerns regarding questionable accounting or auditing matters;
- reviewing and approving our hiring policies regarding employees and former employees of our present and former external auditors;
- meeting periodically with the external auditors, independent of management. The issues for consideration should include, but are not limited to:
 - obtaining feedback on competencies, skill sets and performance of key members of the financial reporting team;
 - enquiring as to significant differences from prior year period audits or reviews;
 - enquiring as to transactions accounted for in an acceptable manner but on a basis which in the opinion of the external auditor, was not the preferable accounting treatment;
 - enquiring as to any differences between management and the external auditor;
 - enquiring as to material differences in accounting policies, disclosures or presentation from prior periods;
 - enquiring as to deficiencies in internal controls identified in the course of the performance of the procedures by the external auditors; and
 - enquiring as to any other matters or observations that the external auditors would like to bring to the attention of the committee; and
- retaining persons having special expertise and/or obtain independent professional advice to assist in filling their responsibilities at our expense without any further approval of the board.

Compensation Committee

The members of our Compensation Committee are Mr. Karkkainen (Chair), Mr. Comber and Mr. MacPhail. The Compensation Committee's mandate includes:

- to oversee all aspects of our human resources policies and procedures to ensure that we are able to attract, motivate and retain the quality of personnel required to meet our business objectives. The process should include but not be limited to:
 - reviewing overall salary increases for our employees and making recommendations to the board;
 - reviewing all compensation and benefit proposals for our officers and making recommendations to the board;
 - undertaking, in consultation with the board, an annual performance review of the Chief Executive Officer, and review the Chief Executive Officer's appraisal of our officers;
 - reviewing the terms and conditions of appointment, termination or retirement of officers, including all employment contracts and making recommendations to the board;
 - reviewing, at least annually, succession plans for our officers;
 - reviewing and recommending to the board for approval, the compensation report for inclusion in our information circular; and
 - reviewing all proposed compensation plans and any amendments to our compensation plans.

See "*Executive Compensation – Compensation Discussion and Analysis*".

Reserves Committee

The members of our Reserves Committee are Mr. Woitas (Chair), Mr. MacPhail and Mr. Zawalsky. The Reserves Committee's mandate with respect to reserves includes, in consultation with our senior engineering management, to:

- meet with our independent evaluating engineers being considered for appointment to review their qualifications and independence to ensure the independent evaluating engineers being considered for appointment are technically qualified and competent, are independent of management and to establish the terms of their engagement;
- recommend to the board the appointment of the independent evaluating engineers to assist us in the annual review of our petroleum and natural gas reserves; and
- determine the scope of the annual review of the petroleum and natural gas reserves by the independent evaluating engineers, having regard to regulatory reporting requirements.

The committee is to review both the procedures for providing petroleum and natural gas reserves information to the independent evaluating engineers and the information used by the independent evaluating engineers to enable the independent evaluating engineers to provide a report that will meet regulatory reporting requirements;

In consultation with our senior engineering management and the independent evaluating engineers, it is the committee's responsibility to:

- determine whether any restrictions affect the ability of the independent evaluating engineers to report on reserves data without reservations; and
- review the reserves data and the report of the independent evaluating engineers.

It is the responsibility of the committee to:

- recommend to the board for filing, the report from the independent evaluating engineers and/or senior engineering management on our petroleum and natural gas reserves data;
- ensure the disclosure to the public on our petroleum and natural gas reserves is in compliance with regulatory requirements;
- review any proposals to change the independent evaluating engineers and/or resolve any differences between the independent evaluating engineers and management;

- meet on an annual basis with our senior engineering management and/or the independent evaluating engineers to review and consider the evaluation of our petroleum and natural gas reserves;
- meet separately with the independent evaluating engineers and/or senior engineering management when the committee deems it desirable and advise the board on the results of such meeting; and
- co-ordinate meetings with the Audit Committee, our senior engineering management, independent evaluating engineers and auditors as required to address matters of mutual concern in respect of the evaluation of our petroleum and natural gas reserves.

Governance and Nominating Committee

The members of our Governance and Nominating Committee are Mr. Zawalsky (Chair), Mr. Poelzer and Mr. Woitas. The Governance and Nominating Committee's mandate includes:

- to assist the board in meeting its responsibility for our stewardship, the committee shall review the following matters, at least annually, to ensure that such items are being addressed by us and our board. It is understood that the committee will provide oversight and recommendations in respect of these areas of activity and will in no way limit or detract from board and management responsibilities in these matters:
 - adoption of a corporate strategy and a strategic planning process;
 - adoption, on an annual basis, of corporate objectives;
 - identification of our principal business risks and the system to manage such risks;
 - succession planning, including the appointment, training and monitoring of senior management;
 - our disclosure policy; and
 - the integrity of our internal control and management information systems.
- to review annually, and to recommend to the board for approval, the composition, membership and mandates of the committees of the board, with a view that committees be generally composed of independent directors;
- to review annually, and to recommend to the board for approval, the corporate governance guidelines outlining the duties and responsibilities of the board;
- to review annually, and to recommend to the board for approval, the mandate of the board;
- to review annually, and update as appropriate, for approval of the board, the position description outlining the duties and responsibilities of the Chair of the board and the Chief Executive Officer, as prepared by them and to review their performance at least annually;
- in conjunction with the Chair, the make-up and size of the board and all nominees to the board. The Committee will also develop, for approval by the board, the guidelines for the nominating process which shall include, without limitation, considering what competencies and skills the board, as a whole, should possess, the competencies and skills the board considers each existing director to possess and the competencies and skills each proposed nominee will bring to the board as well as whether the new nominee can devote sufficient time and resources to his or her duties as a member of the board;
- the corporate governance report, including a description of our system of corporate governance for inclusion in our information circular;
- the committee also has the responsibility to:
 - ensure that an appropriate orientation and education program is provided to new members of the board;
 - develop, review, update and ensure procedures are in place for monitoring compliance with our Code of Business Conduct and Ethics;
 - conduct, with the Chair of the board, an annual assessment of the effectiveness of the board and the committees of the board, and to report on such assessment to the full board;
 - review the adequacy and form of compensation of the directors annually to ensure the compensation realistically reflects the responsibilities and risk involved in being an effective director and make appropriate recommendations to the board for approval;
 - consider any other matters which would assist the board to meet their corporate governance responsibilities, including adherence to any appropriate governance guidelines established by the securities regulatory authorities in Canada or other regulatory bodies, and to this end, monitor, on a continuous basis, regulatory law and guidelines in respect of governance matters; and
 - consider, with the Chairman of the board, any requests by individual directors to engage outside advisors at our expense.

Director Orientation And Continuing Education

Upon joining our board, a new director will be provided with a directors' information binder which will include a copy of all board and committee mandates, corporate policies, relevant position descriptions, organizational structure, the structure of the board and its committees, by-laws as well as agendas and minutes for board and committee meetings for the preceding 12 months. In addition, any new director will receive presentations with respect to our operations. As part of continuing education, our board receives management presentations with respect to the operations and risks of our business at least 4 times per year, with a more significant presentation provided in conjunction with the annual budgeting process and annual strategic planning meeting with all directors and officers in attendance. In addition, the individual directors identify their continuing education needs through a variety of means, including discussions with management and at board and committee meetings.

Ethical Business Conduct

Our board has adopted a Code of Business Conduct and Ethics, a copy of which is available to review at www.sedar.com.

Each employee, officer and director confirms annually that he or she has read, understood and complied with the code. Any reports of variance from the code are reported to the board.

Our board has also adopted a whistleblower policy which provides employees with the ability to report, on a confidential and anonymous basis, any violations within our organization including (but not limited to), falsification of financial records, unethical conduct, harassment or theft. Our board believes that providing a forum for employees, officers and directors to raise concerns about ethical conduct and treating all complaints with the appropriate level of seriousness fosters a culture of ethical conduct.

Board Nomination

We have established a Governance and Nominating Committee which, among other things, has the responsibility for establishing a nomination process and making recommendations to the board with respect to nomination of directors. See "*Board Committees – Governance and Nominating Committee*" for a summary of the committee's mandate. The Governance and Nominating Committee is composed entirely of independent directors. In accordance with the mandate of the Governance and Nominating Committee, the guidelines include considering what competencies and skills the board, as a whole, should possess, the competencies and skills the board considers each existing director to possess and the competencies and skills each proposed nominee will bring to the board as well as whether the new nominee can devote sufficient time and resources to his or her duties as a member of the board. In seeking nominees, the Governance and Nominating Committee encourages input from all members of the board and may use the services of professional recruiters if required.

Board Assessment

We have a formal process of assessing the board and its committees or the individual directors, under the direction of the Governance and Nominating Committee. Our process consists of an annual written director self assessment completed by all directors as well as one-on-one personal interviews conducted by our Chairman with each member of the board. The board has satisfied itself that the board, its committees and individual directors are performing effectively through this process.

Position Descriptions

Our board has developed position descriptions for each of the Chairman, the President and Chief Executive Officer and the chairman of each committee of our board.

DIRECTORS' AND OFFICERS' LIABILITY INSURANCE

For the year ended December 31, 2011, we purchased directors and officers liability insurance with an annual aggregate limit of \$30 million. The premium expensed in the fiscal year ended December 31, 2011, for the liability insurance was \$990,500. The program carries a deductible of \$200,000 which would be our responsibility.

In addition, we have entered into indemnity agreements with each of our directors and officers pursuant to which we have agreed to indemnify such directors and officers from liability arising in connection with the performance of their duties. Such indemnity agreements conform to the provisions of the *Business Corporations Act* (Alberta).

INDEBTEDNESS OF DIRECTORS AND EXECUTIVE OFFICERS

At no time during the most recently completed fiscal period was there any indebtedness of any executive officer, director, employee or any former executive officer, director or employee, or any associate of any of the foregoing to us or to any other entity which is, or at any time since the beginning of the most recently completed financial period, has been the subject of a guarantee, support agreement, letter of credit or other similar arrangement or understanding provided by us.

INTEREST OF INFORMED PERSONS IN MATERIAL TRANSACTIONS

Except as disclosed herein or as set forth below, there were no material interests, direct or indirect, of our insiders, proposed nominees for election as directors, or any associate or affiliate of such insiders or nominees since January 1, 2011 or in any proposed transaction, which has affected or would materially affect us or any of our subsidiaries.

INTEREST OF CERTAIN PERSONS AND COMPANIES IN MATTERS TO BE ACTED UPON

Our management is not aware of any material interest, direct or indirect, by way of beneficial ownership of securities or otherwise, of any director or executive officer or anyone who has held office as such since the beginning of our last financial year, any proposed nominee for election as a director, or of any associate or affiliate of any of the foregoing in any matter to be acted on at the meeting, save as is disclosed herein.

ADDITIONAL INFORMATION

We undertake to provide, upon request, a copy of our 2011 annual report, containing financial information in the management's discussion and analysis of financial condition and results of operations and the 2011 comparative audited financial statements sections, as well as a copy of our annual information form, subsequent interim financial statements and management's discussion and analysis and this information circular - proxy statement. Our annual information form also contains disclosure relating to our audit committee and the fees paid to KPMG LLP in 2011. Copies of these documents may be obtained on request without charge from our Vice President, Finance and Chief Financial Officer at 3500, 700 – 2nd Street S.W., Calgary, Alberta, T2P 2W2, telephone (403) 538-8500 or by accessing the disclosure documents available through the Internet on SEDAR website at www.sedar.com.

OTHER MATTERS

Our management knows of no amendment, variation or other matter to come before the meeting other than the matters referred to in the notice of annual and special meeting. However, if any other matter properly comes before the meeting, the accompanying proxy will be voted on such matter in accordance with the best judgment of the person voting the proxy.

The contents and the sending of this information circular - proxy statement have been approved by our directors.

Dated: April 5, 2012