THIS IS EXHIBIT "24" referred to in the Affidavit of
Tim S. Grange.

Sworn before me this 21st day of September 2018

CHRIS SIMARD
Barrister and Solicitor
August [ ], 2013

[Employee Name]
Lone Pine Resources Canada Ltd.
Calgary, AB

Dear [First Name]:

Re: Retention Program – Award Notice

I am pleased to inform you that Lone Pine Resources Canada Ltd. (the “Company”) has adopted a retention program for key employees (the “Retention Program”), and that in recognition of the key position you hold with the Company, you have been granted a $[Dollar Amount] Retention Award. In general, subject to the terms of the Retention Agreement below, the Company will pay you the Retention Award if you continue as a full-time employee of the Company through January 31, 2014. This Retention Program will act as a replacement for the 2013 Annual Incentive Plan.

A copy of the Retention Agreement is attached to this letter. Please review the Retention Agreement as it sets for the specific terms of the award, including conditions applicable to your actual receipt of the Retention Award.

The fact that you received a Retention Award and all of the details relating to it are strictly confidential and it is important that you keep these matters strictly confidential. Your failure to maintain the strict confidentiality of such matters will relieve the Company of the obligation to pay you the Retention Award or any portion of it.

Please indicate your acceptance of the Retention Award by signing one copy of the attached Retention Agreement and returning it to Valerie Nessman, HR Generalist (vnessman@lonepineresources.com).

Yours truly,

Timothy S. Granger
President & Chief Executive Officer
RETENTION AGREEMENT

On behalf of Lone Pine Resources Canada Ltd. (the “Company”), I am pleased to offer you (“you” or “Employee”) the following retention agreement (the “Agreement”). The purpose of this Agreement is to retain you for your continued service to the Company.

The terms of the Agreement are as follows:

1. Term

   The Agreement will commence effective immediately and will end on January 31, 2014. The Agreement is not renewable unless expressly agreed in writing between you and the Company, and it does not guarantee your employment for any specific period of time. The Company reserves the right to terminate you at any time for cause, based on a reasonable notice period, or for any other reason, subject in each case to applicable law and the provisions of your terms of employment.

2. Retention Award

   Subject to the terms and conditions of this Agreement, the Company will provide you with a retention bonus (the “Retention Award”) in the gross amount of $[Dollar Amount]. The Retention Award will be paid on January 31, 2014 (the “Payout Date”), less applicable statutory deductions. You must remain actively employed and in compliance with the Company’s policies and procedures, continue to perform your job with consistent and sustained competency as of the Payout Date in order to earn and receive your Retention Award payment. A failure to perform your employment duties to the Company in good faith may result in a forfeiture of this Retention Award, disciplinary action, and/or termination, at the discretion of the Company.

3. Termination of Employment

   (a) Termination by the Company without Cause: In the event that the Company terminates your employment without cause prior to the Payout Date, you shall be entitled to receive a pro rata portion of the Retention Award based on service completed up to the date of termination.

   (b) Resignation by the Employee or Termination by the Company for Cause: In the event that you resign or the Company terminates your employment for Cause prior to the Payout Date, you will not be entitled to receive any unearned or unpaid portion of the Retention Award.
4. Confidentiality

You agree to keep this Agreement and its terms strictly confidential, and shall not disclose the existence of the Agreement, or the terms hereof to anyone except on a need to know basis, such as to professional advisors.

5. Entire Agreement

It is agreed that no understanding or agreements, verbal or otherwise, exist with respect to the subject matter herein, except as expressly set out in this Agreement. This Agreement and your employment with the Company shall be governed by the laws of Alberta, and you agree to attorn to the exclusive jurisdiction of the courts of the Province of Alberta for all matters in relation to your employment with the Company.

Reviewed and accepted by ____________________________________________ Dated: ___________

([Employee Name])

__________________________________________

(Employee Signature)