

Austin Nichols Frye, CPL

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EXPERIENCE

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|---------------------------|--|---|
| December 2018 – Current | Vice President
Land & Business Development | Silverback Exploration
San Antonio, TX |
| | <ul style="list-style-type: none">› Responsible for integration and implementation of computerized land system for land management and reporting› Expand leasehold position through sourcing and evaluation of subsequent bolt-on acquisitions› Negotiate operating agreements for new wells drilled› Review and negotiate surface use and compensation agreements with major landowners› Approve mineral and leasehold title for all new wells drilled | |
| July 2018 – December 2021 | Director
Business Development | Silverback Exploration
San Antonio, TX |
| | <ul style="list-style-type: none">› Source and evaluate acquisition targets for initial leasehold position› Negotiate purchase and sale agreements› Review and negotiate confidentiality agreements | |
| June 2017 – July 2018 | Land Supervisor
Business Development | COG Operating LLC
Midland, TX |
| | <ul style="list-style-type: none">› Responsible for the land evaluation of the \$9.5B RSSP merger› Manage the divestiture of 20K Southern Delaware net acres to multiple buyers for gross proceeds of \$280M› Formulate programs to increase interest in near-term projects to drive capital efficiency› Manage the exchange of 80k acres across basins to shed \$100M in annual CapEx obligations and create a 40k acre superblock with advantage NRI in the Midland Basin› Grow Business Development land team and support staff from 2 to 7 people | |
| May 2016 – June 2017 | Sr. Landman
Business Development | COG Operating LLC
Midland, TX |
| | <ul style="list-style-type: none">› Part of 3 member corporate due diligence team for a \$1.625B Midland Basin acquisition› Perform land function in conjunction with reservoir engineers and geologists on the evaluation of over \$20B of assets› Successfully closed over \$2.5B of A&D transactions in 2016› Formulate, implement, and document a formal Revenue Insert Process with the revenue disbursement department in order to coordinate offers to revenue interest holders within existing producing properties› Evaluate and create recommendations on applicable revenue insert inquiries with a total value over \$6M› Work with lease administration and division order department to correct discrepancies in land systems prior to divestiture of assets. | |
| October 2013 - May 2016 | Sr. Landman
Exploration | COG Operating LLC
Midland, TX |
| | <ul style="list-style-type: none">› Internal diligence and preparation of \$290M in assets for divestiture› Evaluate and pursue exploratory leasing opportunities company-wide› Prepare 7 exploratory horizontal wells for drilling with a total AFE cost of \$54M› Expand leasehold positions throughout the Permian Basin through the management of field broker services | |

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EXPERIENCE (CONTINUED)

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| October 2012 - October 2013 | Sr. Landman
Texas Basins Asset | COG Operating LLC
Midland, TX |
| | <ul style="list-style-type: none">› Negotiate acreage swaps to consolidate acreage position within the asset› Prepare 16 horizontal asset development wells with a total AFE amount in excess of \$144M› Coordinate post production curative and title transfers with division order department in order to pay proceeds› Manage lease obligations including continuous development and offset well provisions on 31,000 gross and 25,000 net acres in the Southern Delaware Basin | |
| August 2010 - October 2012 | Landman
Texas Asset | COG Operating LLC
Midland, TX |
| | <ul style="list-style-type: none">› Over a two-year period independently cleared title and prepared divisions of interests for over 250 wells› Responsible for managing the two largest leases in the company collectively covering over 16,000 gross acres› Negotiate, draft, and close inter-company contracts including farmout agreements, term assignments, and operating agreements› Manage external contractor projects for leasehold checks and title curative | |
| January 2008 - August 2010 | Associate Landman
East Texas / Louisiana | XTO Energy, Inc.
Fort Worth, TX |
| | <ul style="list-style-type: none">› Management of extensive Haynesville Shale leasing program from start to finish› Review, analyze and cure title› Field and resolve landowner inquiries | |

LEADERSHIP

- › AAPL Membership Committee- Chairman (2021)
- › AAPL Marketing Committee- Chairman (2017)
- › PBLA Skeet Shoot Committee- Member (2017)
- › AAPL Marketing Committee- Assistant Chairman (2016)
- › AAPL Tax Issues Committee- Member (2015)
- › Mentor Rotation/Jr Landmen at Concho
- › Mentor Concho Interns

EDUCATION

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|-----------------------------|--|---------------------|
| August 2012 - August 2014 | University of Tulsa | Tulsa, OK |
| | <ul style="list-style-type: none">› MEB - Masters of Energy Business | |
| August 2003 - December 2007 | Texas A&M University | College Station, TX |
| | <ul style="list-style-type: none">› BS - Agricultural Leadership and Development | |