

# Austin Nichols Frye, CPL

28807 Balcones Creek • Boerne, TX 78007 • (817) 734-3621

Email: ANFrye85@gmail.com

## EXPERIENCE

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

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## EXPERIENCE (CONTINUED)

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

## LEADERSHIP

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- › AAPL Executive Committee- Treasurer (2022)
- › 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   | <b>University of Tulsa</b>   | Tulsa, OK           |
|                             | <ul style="list-style-type: none"><li>› MEB - Masters of Energy Business</li></ul>             |                     |
| August 2003 - December 2007 | <b>Texas A&amp;M University</b>  | College Station, TX |
|                             | <ul style="list-style-type: none"><li>› BS - Agricultural Leadership and Development</li></ul> |                     |