

# ERIC LEE

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## ENERGY LAND EXECUTIVE

*Strategy Development ~ Acquisitions ~ Joint Operations ~ Risk Assessment ~ Budgeting  
Contract Analysis ~ Personnel Management ~ Negotiation ~ Compliance*

An organized self-starter able to create business strategies that develop enterprise value in land and ensure operational flexibility for development. Competent manager with experience in energy land management for major public and private enterprises. Skilled communicator, creative problem solver, and enthusiastic liaison between management, clients, and personnel.

## EXPERIENCE

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**Northeast Natural Energy, Morgantown, WV**

**2019 – Present**

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### Director of Land Operations

*Manage all aspects of land operations including title review, lease and mineral acquisitions, pad site and gathering line right-of-way's, and associated contracts and land optimization efforts.*

- Oversee and manage three land operations departments, each with separate goals and objectives, along with third-party contractors in order to meet acquisitions deadlines;
- Oversee the work of Managers and Supervisors within the Land Operations group responsible for drilling unit development, title review and payments, third party trades, land accounting, lease extensions and renewal decisions, as well as litigation/co-tenancy processes.
- Responsible for the planning and delivering the performance results of the Land Operations group from an annual budget cost management and acreage target additions standpoint.
- Work alongside others to establish the anticipated schedule of drilling for the company. To collaborate with the Operations, Drilling, Pipeline and Regulatory groups in achieving the Company's goals.
- Organize and direct small to large scale due to diligence projects under short timeframes
- Manage acquisition workflow from the point in time where a purchase and sale agreement is executed through due diligence, closing, and post-acquisition portfolio maintenance;
- Serve as the company's internal expert, making decisions and providing guidance and training to the team as it pertains to title issues and defects from both the perspective of a mineral owner and operator;
- Collaborate with management, third-party buyers, and the in-house acquisition and title teams to design and improve upon workflow efficiencies as the company grows;
- Maintain comprehensive knowledge of oil and gas statutes, rules, and regulations as they relate to mineral and royalty ownership/development

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**CNX Gas, PA & WV**

**2017 – 2019**

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### Special Advisor, CPL

*Provided business development support modernizing a 3-million-acre oil & gas portfolio.*

- Advised DB and Land Ops on bolt-on and fill-in acquisitions resulting in 130,000 ft of well bore production.
- Provided strategies for renegotiating and amending O&G leases that increased net asset value and net revenue interest (e.g. post-production costs, habendum clauses, etc.).
- Developed working relationships with large landowners/lessors (e.g. Pittsburgh Airport Authority, Wheeling Creek Watershed Authority, PA Game Commission, Shriners, US Steel, etc.).
- Drafted executive summaries and risk analysis regarding state and federal legislation (e.g. WV HB4286).
- Recruited public support and presented development plans at various state and local permit hearings.

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**CONSOL Energy, PA & WV**

**2012 – 2017**

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## **Regional Land Manager**

*Manage land acquisitions for O&G operations in West Virginia and Pennsylvania.*

- Worked across E&P and Midstream business units to manage timely land acquisitions ahead of drilling operations; provided personnel management and smart goal benchmarking; produced KPI metrics for management.
- Worked with major Appalachian O&G operators and utilities for land swaps, crossings, relocations, and ROWs.
- Managed B2B deals: JOAs, MOUs, PSAs, Licenses, Leasing, Co-ops, & JVs.
- Spearheaded a gathering line transaction between PNG and CONSOL, relieving a \$6 million-dollar annual maintenance liability while allowing CONSOL to retain 3800 acres of deep shale formations.
- Provided strategies to executives on expiry's, budgeting, and land administration.
- Created risk tolerance profile and missing heirs petition process for mineral interest heirship acquisitions.
- Worked with Noble Energy and Colombia on operating agreements and working interest elections.
- Managed environmental compliance, including deadlines, setbacks, conservation easements, etc.
- Worked with Federal Energy Regulatory Commission on storage field compliance and boundary designations.
- Presented to large landowner groups and created grassroots support for development. Developed grievance abatement measures and hotlines for landowners that minimize discord resulting from operations.
- Developed emergency response plan with regional stakeholders prior to specific heightened operational risk.
- Redesigned workflow and renegotiated vendor contracts to save time and money.

## **Asset Team Lead**

*Develop net asset growth plan by expanding operational footprint.*

- Directly negotiated, or managed the negotiation, of approximately 5600 acres of purchase or lease acquisition, and approximately 2900 acres of contract amendments and ratifications within PA and WV operational footprint.
- Supervised negotiations between land agents/brokers and landowners.
- Provided review of contract language and addendum items with Legal department and outside counsel.
- Negotiated complex acquisitions including one lease for 1700 acres affecting 23 laterals in 4 well units.
- Negotiated well sites, gathering line rights-of-way, centralized impoundment sites, compressor station sites, staging areas, and water withdraw sites.
- Created an heirship tracking process for Land Department to use when reconciling leases with vesting documents.

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**WVU Research Corporation, Morgantown, WV**

**2009 – 2011**

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## **Program Manager**

*Manage U.S. Department of Energy funded projects for land acquisitions, construction of energy infrastructure and training delivery.*

Manage US Department of Energy project for the development of hydrogen gas infrastructure in West Virginia. Chaired consortium advisory board, developed training curriculum, drafted reports and metrics for agency sponsors.

- Managed development of Hydrogen Refueling Sites at WV's Yeager Airport and WVU's Alt Fuel Training Center, a Vehicle Test Project and a Petroleum Reduction Technology project.
- Negotiated land-use agreements between WVU and U.S. Department of Energy, U.S. Forest Service, and the Army Corps of Engineers.
- Reviewed and analyzed grant contracts and the University's ability to meet project deliverables. Executed service agreements, subcontracts, and purchase orders.
- Chaired consortium advisory board. Managed media events and press releases.
- Coordinated obligations for state, local and federal agencies. Lobbied elected officials directly.
- Developed curriculum and learn center modules for alternative energy.
- Traveled and grew a consortium of education partnerships among colleges, labs, and think tanks across the region.

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- Recruited teachers for alternative fuel training programs at DOE Clean Cities Stakeholder Meetings.
- Facilitated DOE Inspector General investigation.
- Compiled metrics and drafted technical reports for agency sponsors and directors.
- Developed haz-ops, emergency, and weekly inspection protocols for WVU facilities.
- Created a system of data verification for internal records and implemented a new electronic file routing system to streamline document retention and archiving.

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**CTS Holdings**, Morgantown, WV

**2004 – 2009**

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## **Land Manager**

*Managed mineral and ROW acquisitions for investment firm.*

Managed right-of-way acquisitions for construction of gas gathering line network that took coal bed methane to market.

- Negotiated mineral purchases, surface easements and rights-of-way to support third party development.
- Facilitated joint real estate ventures between private investors and landowners. Negotiated lease acquisitions leading to \$2.3 million in portfolio growth.
- Supervised abstracting and lease take-offs.
- Lobbied at government permitting and zoning appeals processes and spoke at public service commission hearings.

## **EDUCATION**

### **UNIVERSITY**

MPA, Master's in Public Administration, **WVU**  
BA, *Magna cum Laude*, Political Science & Economics **WVU**  
Certificate in Humanities & Social Sciences, **UvA**  
University of Amsterdam

### **CONTINUING EDUCATION**

(CPL) Certified Professional Landman, AAPL  
Identifying Fraud-2010, Effective Supervision 2013  
Fundamentals of Contract Administration, 2010  
Effective Negotiation 2008, Investment Analysis 2009

## **CIVIC, PROFESSIONAL, AND PUBLIC SERVICE**

Rotary International – Paul Harris Fellow  
Highland Outdoors – Publisher & Editor, 2014-2018  
ASJA Professional Member – Writer, Op-ed Columnist  
OSHA - 10hr General industry Safety and Health Cert.  
American Heart Associations – CPR/AED/First Aid  
West Virginia Notary Public  
Pennsylvania Notary Public

Red Cross – Venezuelan refugee relief in Columbia, 2019  
ActionAid – Rohingya refugee relief in Bangladesh, 2018  
English Education - Volunteer in Tanzania, 2016  
Wake the World – Coordinator of Kids Watersports, 2014-  
WV Joint Legislative Committee on Grievance Abatement  
Measures - Expert Testimony, 2010  
Habitat for Humanity – Site Selection Committee, 2009-2010