

Professional Resume

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Summary of Functional Expertise

41 years of Domestic/International E&P Onshore/Offshore Land experience

- a strong familiarity, appreciation and interest in all Land and related requirements for successful oil and gas exploitation;
- a strong team player experienced with technical and administrative support staff needs
- experience drafting, negotiating and administering all types of Land agreements related to oil and gas interest acquisition, joint venture, swap, exploration, development, production and divestiture;
- experience in due diligence discovery, whether buying or selling;
- experience with participation in regulatory hearings in support of company requests for exceptions and force poolings;
- experience in budgeting and tracking capital and expense costs;
- 32+ years of supervisory experience including staffing, mentorship, and managing performance;
- A career proven performer.

Work Experience

Longhorn Oaks Land Services LLC, Fort Worth, TX

September 2020 to Present

Company established to perform contract Land work for E&P clients.

Lilis Energy Inc – Fort Worth, TX

August 2019 to May 2020 – Sr. Landman

Permian Basin; managed small acreage position in West Texas and New Mexico for small independent .

Equinor (formerly Statoil) – Austin, TX

November 2015 to July 2019 – Area Land Manager, Appalachian Basin

Supervise 11 Landmen and 2 Analysts (10 Austin TX; 1 Triadelphia WV); manage all Land aspects for an operated (OH) and non-operated (PA, WV) position in 1MM+ gross lease acres. Acquire bolt on interests in operated area to maximize working interests; negotiate and/or administer all agreements facilitating the acquisition, development and production from Utica and Marcellus shales. Oversee brokers, title attorneys and other vendors in the acquisition of leasehold and minerals, title opinions and curative. Coordinate with internal disciplines to insure appropriate recording, tracking and maintenance of Land assets. Manage and mitigate agreement and title risks consistent with corporate tolerance.

February 2015 to November 2015 - Area Land Manager, Williston Basin

Supervised 3 Land professionals and 1 clerical employee; responsible for the negotiation, preparation and administration of oil and gas leases and contracts for Western Williston Basin; managed legacy assets for development of the Bakken shale; initiated divestiture strategies for rationalization of mature and non-core E&P assets; initiated focus opportunities to acquire bolt on interests and initiated hire of company man in field office to coordinate and support operations.

XTO Energy Inc.

March 2012 to Present – Feb 2015 – Training and Project Management

Newly created position.

Responsible for developing and presenting practical in-house training seminars to educate young Land Professionals and Geologists/Engineers of the technical aspects of the Land Profession, incorporating the use of associated lease, division order and mapping systems when requested;

Responsible for formalizing internal controls and policies for Land processes that are consistent and compliant with ExxonMobil Corporate requirements;

Responsible for formalizing lease and contract forms that are consistent with Corporate transactional law guidelines;

Manage and oversee A&D activities as directed by Senior Land VP;

Manage all requests for free gas under oil and gas leases and existing taps in XTO's Appalachian Region;

Serve in a advisor capacity to Landmen and technical staff relating all aspects and phases of Land Management.

2006 to March 2012 -Present – Fort Worth TX – Regional Appalachia Land Manager

I was promoted to position in July 2008 as a result of job performance and corporate asset stewardship. Manage in-house staff of 12 in Fort Worth and 8 in Warrendale PA. Asset base is over 500,000 lease acres of term and HBP leasehold. Prior to that for two years I worked Johnson and Parker County to develop acquired asset base and acquire bolt on assets through pooling and unitization, lease trades and joint development for Barnett Shale production using horizontal drilling and completion techniques. Prior work assignment included managing asset /lease acquisition and development of East Texas assets in Bald Prairie, Bear Grass, Farrar, Freestone, Teague and Tennessee Colony Fields for the development of multiple pay geologic formations.

Devon Energy Corporation – Oklahoma City, OK

2000 to 2006 –Rockies Land Supervisor

Staffed and supervised 21 employees (includes 4 employees in 2 field offices – Gillette WY; Havre MT) charged with the exploration, exploitation, acquisition, development and maintenance of Rocky Mountain oil and gas assets for both conventional and unconventional reservoirs (CBM). Core areas included Colorado, Wyoming, Montana, New Mexico and Utah. Responsibilities included overseeing negotiation and contract preparation, establishing policies and procedures to insure efficient repeatable results in leasing and administering leases, rights of way and supportive agreements. Coordinated submittal of applications to various state and federal agencies for regulatory approvals and compliance; participated in regulatory and legislative policy making efforts and conducted all employee performance reviews. I managed all independent Landman broker activity in all states. Leasehold inventory includes over 3 MM net lease acres; capital budget of +\$400MM; Land Budget of +\$12 MM.

Phillips Petroleum Company – LA, NM, OK, TX

1998 to 2000 - Houston TX - Staff Director – Negotiations

International Negotiator for South America exploration efforts with primary focus in Brazil. Responsibilities included the negotiation and preparation of Joint Study and Bid Agreements; seismic acquisition and licensing agreements, contractor consulting agreements, confidentiality and other agreements in support of unsolicited and solicited farmout reviews. Coordinated submittals to government agencies needed to qualify company for participation in semi-annual lease sales and provided company feedback solicited by the ANP for preparation and drafting of its plans, policies and procedures.

1995–1998 - Lafayette LA / Houston TX - Land Director

Supervised 4 Land professionals and 2 clerical employees; responsible for the negotiation, preparation and administration of oil and gas leases and contracts for properties located onshore and offshore in South

Louisiana and the Gulf of Mexico; managed acquisition of exploration and exploitation prospects for company development including title review and approval; developed and executed farmout/divestiture strategies for rationalization of mature and non-core E&P assets; coordinated regulatory filings for the formation of conservation units and production commingling at central production facilities; negotiated production facility cost sharing agreements; negotiated and managed land brokerage service agreements with independent contractors; reorganized Land staff and coordinated move to the Lafayette office resulting in improved operating efficiency and reduction of 2 employees.

1994–1995 - Houston, TX - Interim Land Director for Western Region

Supervised 8 professionals and 2 clerical employees; responsible for the negotiation, preparation and administration of oil and gas leases and contracts for properties located in states west of the Mississippi River, including offshore California and Alaska, comprising over 500,000 acres of oil and gas leases and over 2000 related contracts.

1989–1994 - Farmington, NM - Area Landman

Established field Land office for Phillips Petroleum Company's Farmington Office. Supervised 1 Landman and 1 Land Technician; responsible for the negotiation, preparation and administration of oil and gas leases and contracts for properties located in an eight county area in New Mexico and Utah including over 200,000 federal, state and fee leasehold, 1000+ wells and 300+ contracts; provided Land support for the drilling of over 400 coalseam and conventional gas wells having initial cumulative sustained rates in excess of 400 MMCFGPD; negotiated joint venture agreements with partners for the installation and operation of water disposal facilities and 200+ miles of gas and water gathering pipelines; negotiated and drafted compression agreements to enhance production in mature gas fields; participated in the negotiation of tax partnerships for monetization of Section 29 tax credits yielding income in excess of \$200 million.

1988-1989 Bartlesville, OK / Houston, TX - Senior Landman – Coordinator of Policies, Procedures and Special Projects

Reported to the North America Land Manager responsible for special projects, update and formalization of division land policies, procedures, contract forms and training programs; served as a liaison with university PLM program advisors; participated in the negotiation and drafting of a multi-million dollar exploration joint venture with Taiwanese (OPIC) and Korean (Hyundai) corporations.

Feb. 1981 to 1988 Landman – General Landman

Various training positions in Bartlesville OK (10 month lease administration training program) and Houston TX (7 years as Landman). Acquire oil and gas leases, negotiate related contracts and approved title for acquisition and development of oil and gas properties located in North Louisiana, East, Central and West Texas, Southeast New Mexico, Virginia, West Virginia, Tennessee, Illinois and Michigan.

Education: BBA-PLM - University of Texas at Austin; December 1980, CPL designation earned in 1987.

Proficiencies: Software: Microsoft Office products including Word, Excel, PowerPoint; Artesia, Arcview GIS, Quorum, Data Warehouse, Oracle and SAP.

Languages: Spanish (6 months training) and Portuguese (9 months training);

Professional Affiliations (Past and Present): AAPL; DAPL, OCAPL, WAPL, FWAPL (former President), MLBC

Interests: Golf, Ranching, Fishing; Charitable support activities

References: Furnished upon request