**Energy Industry Experience:**

**Director of Land,** Houston, TX June 2021 - current

Callon Petroleum

* Responsible for all land work – both mineral and surface for Permian and Eagleford asset teams
* Mapped current processes and identified opportunities to gain efficiencies for negotiations, title, surface, and pre-spud teams
* Collaborate with other departments to solve issues that arise from multiple acquisitions in a close time frame
* Present regularly to the Board of Directors

**Manager, Land Negotiations,** Houston, TX August 2020 – June 2021

Hess Corporation

* Supervised all of Bakken land negotiations
* Developed company strategy for complex land related negotiations and mediations
* Restructured department to allow for more efficient use of negotiator time and to provide more focus on complex issues
* Collaborated with other land supervisors to improve overall processes

**Commercial Advisor,** Houston, TX August 2019 – August 2020

Hess Corporation

* Conducted due diligence on midstream acquisition opportunities – covering all aspects of surface land
* Created team processes for commercial midstream projects
* Subject matter expert for engineering and projects development team for surface rights needed for midstream processes
* Oversaw company communications with operators about planned maintenance and force majeure issues

**Bakken Surface Land Team Lead,** Minot, ND August 2016 – August 2019

Hess Corporation

* Acquisition of all surface rights necessary for field operations, drilling, and midstream pipeline activities with a team of 4 in-house reports plus brokers
* Lead land work for midstream company MLP organization including seller data room for underwriter due diligence
* Project management function to coordinate cross functional teams with well planning, facilities, construction, field operations, mineral land, legal, regulatory, engineering, and EHS staff for project execution
* Coordinate with various local, state, or federal regulatory bodies and agencies required to support project approvals
* Develop processes and procedures to streamline current surface land workflows
* Oversee land work required for large-scale asset retirement and remediation projects
* Represent company at local industry events

**Bakken Land Team Lead – Midstream and Planning,** Houston, TX January 2015 – August 2016

Hess Corporation

* Request and track all abstracting, title opinions, and title curative work for the Bakken
* Oversee all budgets for the Bakken Mineral Land team including leasing, curative, broker fees, abstracting, title opinions, and pipeline curative project totaling $65mm
* Testify on behalf of Hess at North Dakota Industrial Commission monthly hearings for spacing and permitting in the Bakken asset
* Lead team of 25 contractors to identify and cure any title defects in the thousands of miles of Hess pipeline in North Dakota
* Supervise Land Tech team whose primary responsibility is to conduct balloting of all wells that Hess drills in the Bakken asset and oversee all communication with working interest owners
* Coordinate Bakken Land’s LEAN initiatives to improve processes and workflow
* Point person for pre-litigation work involving the Bakken Land team
* Mentor junior members of the land team to model excellent behavior

**Land Advisor – Bakken,** Houston, TX January 2014 – January 2015

**Senior Land Negotiator – Bakken,** Houston, TXAugust 2011 – January 2014

Hess Corporation

* Acquired oil and gas leases and related agreements from ownership parties
* Delivered accurate, complete information to lease, contract and division order counterparts
* Managed unit and well inventory for asset team and prepare drilling locations for handoff to construction and drilling
* Facilitated Asset Team meetings and was the point person for all well planning issues
* Identified need for and negotiated as needed: data trade agreements, acreage trades, confidentiality agreements, farmins/farmouts, JOAs, and other agreements
* Directed title curative and other activities as needed to protect company assets
* Advised and directed activities of other land personnel including land negotiators, land techs and contract agents working in Houston, field offices and other locations, including budget and spend of those activities
* Engaged and assisted on-the-ground team with surface access issues

**Land Representative – Rockies Operation Desk,** Houston, TX July 2010 – August 2011

Shell Exploration & Production Company

* Run emerging basin lease plays in Colorado and New Mexico, working with teams including Exploration, Regulatory, Safety/Environment and Legal personnel
* Negotiate Leases, Surface Use Agreements, Farmouts, Joint Operating Agreements, surface damage payments, & Purchase and Sale Agreements for large-scale acquisitions
* Responsible to know state and federal oil and gas regulations in western States
* Assist with permitting and stakeholder engagement

**Field Land Representative** Trinidad, CO & Mansfield, LA August 2008 – July 2010

Shell Exploration & Production Company

* Served as crew chief for emerging basin play, supervised over 35 brokers at a time
* Responsible for running title, obtaining curative, and conducting due diligence
* Cleared all surface requirements for construction and drilling teams to begin operations at 84 drilling locations
* Acquired right of way for 3.2 miles of pipeline

**Land Analyst – Legacy Team**, Houston, TX May 2007 – August 2008

Shell Exploration & Production Company

* Research state, federal, and local environmental regulations
* Conduct business analysis to determine economic impact of legacy oil and gas operations
* Negotiate terms of remediation with current legacy landowners and legal counsel
* Oversee environmental remediation in the field

**AAPL Certified Professional Landman Certification**

**Legal Experience:**

**Bar Licenses**

* State Bar of Texas
* Oklahoma Bar Association
* State Bar of New Mexico
* Supreme Court State of Colorado
* Wyoming State Bar
* State Bar Association of North Dakota
* State Bar of Montana

**Assistant Professor**, Grand Forks, ND July 2020 – May 2022

University of North Dakota School of Law

* Taught Oil and Gs Law, Energy and Mining Law, Business Associations, and Transactional Negotiations
* Created Energy and Natural Resources Certificate Program
* Served as faculty advisor to multiple organizations

**Judicial Clerk Intern**, Oklahoma City, OK June 2006 – January 2007

Oklahoma Court of Civil Appeals, Judge Robert Bell

* Review trial court record and appellate briefs to determine issues on appeal
* Research applicable law and draft opinions for the court

**Legal Intern**, Oklahoma City, OK January 2006 – January 2007

United States Equal Employment Opportunity Commission

* Research current trends in application of federal employment discrimination laws
* Draft memos, briefs, and demand letters
* Aid in preparing and organizing documents for litigation

**Judicial Clerk**, Oklahoma City, OK January 2006 – December 2006

District Court, Seventh Judicial District, State of Oklahoma, Judge Malcolm Savage

* Research criminal law and criminal procedure issues
* Draft memos summarizing potential rulings for the court based on applicable state and federal laws

**Education:**

**Juris Doctor**

University of Oklahoma College of Law, Norman, OK

May 2007

*Honors and Awards*: Academic Achievement Award, Pro Bono Service Award, Order of the Solicitors, Dean’s List, Faculty List, OCU School of Law Merit Scholarship

*Organizations*: American Indian Law Review, William Spong Invitational Moot Court Team 2006-2007, ABA Negotiations Competition Team 2005-2006, Phi Delta Phi, Oklahoma Association of Women Lawyer’s, National Women’s Law School Association, Oklahoma City University Law School Ambassador, American Bar Association Law Student Division

**Master of Business Administration**

University of Oklahoma Price College of Business, Norman, OK

May 2007

*Honors and Awards*: Phi Kappa Phi, Frakes Memorial Scholarship, Meinders School of Business Academic Achievement Scholarship, 2004 – 2005

*Organizations*: Graduate Women in Business, Graduate Business Association

**Bachelor of Science**

McDonough School of Business, Georgetown University, Washington, DC

December 2002 [put cum laude or whatever honors, if any, on this line]

Concentrations: Business Administration, Management

*Honors and Awards*: Dean’s List, The CORP’s Working Student Scholarship 2001 – 2002 *Organizations*: Alpha Phi Omega, Georgetown Emergency Response Medical Service, GU Student Investment Fund, GU Habitat for Humanity, Lecture Fund, Spring Break in Appalachia