**LARRY K. COSHOW, CPL**

**Edmond, OK 73012 | (405)-312-3930 | lcoshow@zacaleresources.com**

**LAND MANAGER**

Accomplished Land Executive, Land Manager, Land Advisor, Land Director and landman with significant experience in overseeing and managing land activities, maintenance and acquisitions for leading oil & gas organizations. Background in planning and executing land acquisition and drilling programs, cultivating deal flow from prospect inception to gas/oil sales, recruiting, training, mentoring and aligning employees, managing and organizing small-to-large land staffs, negotiating and drafting leases, contracts and agreements and overseeing and managing mergers and acquisitions of up to $6B. Core Competencies include:

Negotiations | Communications | Relationship Building | Strategic Planning | Contracts | Business Development

**PROFESSIONAL EXPERIENCE**

**BP America Production Company | BPX Energy, Inc, Oklahoma City/Houston/Denver September 2015 – May 2022**

**Land Director, Mid-Con Development Business Unit | Senior Land Advisor, Permian & Haynesville Development Business Units**

Supervised, planned, directed and coordinated a land department staff of one Land Manager, four Staff Landmen, three contract landmen, one regulatory analyst, and one surface landman handling rig count from 2-5 rigs in Oklahoma and Texas Panhandle.

* Led recruiting, interviews and hiring of current staff in Oklahoma City office from relocating after Hurricane Harvey, involved in interviews with other land staff needs in the other company business units.
* Served as mentor, teacher, leader, guide, collaborator, etc. to the young land staff to help in their understanding and development in the land department and company.
* Reviewed existing BP land practices, processes and policies and put into play guidelines to make land department more effective internally and across the other company disciplines in Land Administration, division orders, regulatory, reserves, accounting and finance.
* Conducted weekly land team meetings and individual meetings with the land staff to discuss, share and set corporate, department and individual strategic priorities and goals on individual work projects, land related issues, land policies, rig schedule, lease maintenance issues, etc.
* Met with SVP of Development weekly to review and discuss land projects, business development opportunities, trade strategies, processes/practices, personnel, rig lines, land budget and spend, day-to-day responsibilities, etc. and update on department progress and performance.
* Worked with the Land Managers in the other Business Units to ensure practices, policies and processes are followed company-wide, discuss successes, failures and lessons learned,
* Planned, prepared and presented at monthly business review meetings with senior/executive leadership the previous month's land highlights, successes, land leasing activity, business development opportunities and land budget spend.
* Attended and participated in industry-sponsored events to network with industry partners, operators, landmen, business development and industry contacts and promote company.

**ZaCale Resources Company, LLC, Oklahoma City, OK April 2008 – Present**

**President/Owner-Landman consulting firm**

Delivered outsourced in-house landman consulting services for small to large independent companies in Arkansas, Kansas, Louisiana, Montana, North Dakota, New Mexico, Wyoming, Colorado, Oklahoma and Texas from prospect inception to first sales.

* Provided consulting services to up to six clients.
* Delivered acquisition/divestiture services to oil and gas companies from negotiation, preparation and execution of purchase and sale agreement, due diligence, closing documents, preparation, working with third-party Buyer and Seller legal counsel, and closing and post-closing adjustments. Worked with acquisition and divestiture packages totaling over $10B in the U.S., Canada, and South America. Researched and analyzed A&D opportunities and screened these opportunities for clients.
* Drafted and prepared diverse land contracts and agreements used in oil and gas operations in exploration, acquisitions, regulatory, title, etc.
* Handled lease and prospect acquisitions, title procurement and closing of these transactions.
* Analyzed a company organization, policies and procedures and aid in their efforts to streamline their company processes to become more effective and efficient and to cut any unnecessary expenses.
* Examined records of companies involved in a litigation dispute to obtain necessary documents required contract obligations and establish well files and system for client.
* Analyzed and aided in the research of various land/accounting-based computer software systems on the market to best fit the right program for the needs of the client.
* Worked geological generated prospects from prospect inception through seeing the well drilled and completed.
* Set up division order decks for a small company producer and worked with staff and IT department to monitor proper payment and updates as needed.

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* Worked an area for a mid-size company to put wells together on their rig schedule by proposing wells, filing regulatory applications, negotiating and preparing oil and gas leases, contracts and agreements, settling surface damages, obtaining drilling permits, title procurement, assignments, etc.
* Acquired right-of-way and easements to get injection/disposal well-drilled and hooked up located in a housing addition.
* Prepared assignments to third-party obligations associated with contracts and agreements.

**Matador Resources Company, Dallas, TX May 2014 – May 2015**

**General Land Manager-Small public-traded Independent Oil & Gas Company in Mid-Continent area**

Supervised a land department staff of six landmen, three land techs, two lease analysts and three-division order personnel handling rig schedules from 3-6 drilling rigs covering company assets in Louisiana/East Texas (Cotton Valley/Haynesville), South Texas (Eagle Ford, Buda, Austin Chalk), West Texas/New Mexico (Bone Springs, Wolfcamp, Spraberry, Clear Fork, Avalon, Brushy Canyon).

* Reviewed, recommended, and implemented best practices, procedures and policies to organize the land well files, lease records, land database and reporting to the other departments within the company. Upon arrival the company didn’t have this system in place.
* Planned and led weekly land-legal meetings reviewing projects and tasks between land and legal department on land operations matters and presented weekly status of wells on the rig schedule as they are being worked by the land department and building inventory of wells getting them ready to drill.
* Conducted land team meetings and individual meetings with the land staff to discuss individual work projects, land-related issues, land policies, rig schedule, lease maintenance issues, etc.
* Created a landforms template system on company server so that land staff personnel would have access to land and legal approved title curative forms, assignment forms, lease forms, lease provisions, operating agreement, farmout/farmin agreement, surface use agreement, ROW/Easement agreement, regulatory forms, etc. Upon arrival the company didn’t have a system like this in place.
* Prepared, updated and maintained various reports for land department tracking company oil and gas leases owned and being acquired, assignment obligations, consent to assign, contract/agreement obligations, surface contract report, pre-drill checklist report, lease expiration reports, lease obligation report, critical/must spud dates and issued weekly and monthly reports and built a well property list of company-operated and non-operated wells.
* Created and maintained a virtual well file system on company server that contains all of the information electronically and digitally on the company hard copy oil and gas lease files, contract files, assignment files and land well files for company-operated and non-operated wells. Upon arrival the company didn’t have this system in place.
* Reviewed daily regulatory hearing applications on company-operated and non-operated wells and incorporated the appropriate action as needed based on team lead directives.
* Monitored competitor activity for opportunities and acquire interest to participate in wells being planned by third-party operators in areas defined by the management team that the company wants to be involved in.
* Reviewed and screened acquisition opportunities and third-party prospect deals for the company and make recommendations to CEO on deals worth pursuing possible participation by company.
* Coordinated and participated in company due to diligence duties in acquisition data rooms the company is pursuing and reported finding to CEO and other company personnel.
* Designed and set up land administration and division order policies and procedures and training within the company.
* Drafted and prepared for execution of all types of land contracts and agreements used in oil and gas operations in exploration, acquisitions, regulatory, title, etc.

**ADDITIONAL PROFESSIONAL EXPERIENCE**

* **Sierra Resources, Inc.,** Land Manager
* **Highland Oil & Gas, LLC,** VP Land & Business Development
* **SandRidge Energy Company (SD),** Executive Vice President of Land
* **Chesapeake Energy Corp. (CHK)**, Land Manager
* **JMA Energy Company,** Land Manager
* **Samson Resources Company**, Senior Landman
* **Texas Oil & Gas Corp. (now known as Marathon Oil)**, Landman

**EDUCATION AND PROFESSIONAL DEVELOPMENT**

* **Master of Business Administration (MBA),** Oklahoma City University
* **Bachelor of Business Administration (BBA), Petroleum Land Management,** University of Oklahoma
* **Certified Professional Landmen (CPL),** American Association of Professional Landmen (AAPL)