

HART ENERGY

# IMPACTFUL VETERANS IN ENERGY



A SUPPLEMENT TO

Oil and Gas  
Investor

# IMPACTFUL VETERANS IN ENERGY

## Honoring Leadership Skills and Commitment to Service

Hart Energy's Impactful Veterans in Energy program recognizes demonstrated leadership and contributions to the energy industry by military veterans through the roles they play fulfilling a company's mission or advancing its long-term success. This program recognizes all facets of the veteran community.

Companies nominated veterans within their organization who have distinguished themselves through leadership, exceptional passion for problem-solving and/or specific accomplishments. These trailblazers are being recognized for their impact on the future of the industry.

This Impactful Veterans in Energy supplement shines a light on our 20 honorees, their path to the military and then the oil and gas industry as well as their insights about how veterans are valuable employees and leaders. For extended profiles on each of our honorees, visit the Impactful Veterans in Energy microsite at [hartenergy.com/veterans-in-energy](http://hartenergy.com/veterans-in-energy).



**Hart Energy thanks our veterans for their service!**

*Thank you to our sponsors:*

**Schlumberger**

QUARTER<sup>°</sup>NORTH  
ENERGY

**PLH**  
GROUP

**U.S. ENERGY<sup>®</sup>**  
Development Corporation

**B** BRIGADE  
ENERGY SERVICES

A supplement to:

# Oil and Gas Investor

1616 S. Voss Rd., Suite 1000  
Houston, TX 77057  
1.713.260.6400 | Fax: 1.713.840.8585

HartEnergy.com

**Editorial Director**  
Len Vermillion

**Senior Managing Editor, Publications**  
Ariana Hurtado

**Senior Managing Editor, Digital Media**  
Emily Patsy

**Associate Editor**  
Madison Ratcliff

**Creative Director**  
Alexa Sanders

**Senior Graphic Designer**  
Max Guillory

**Advertising Coordinator and Assistant Production Manager**  
Carol Nunez

**Chairman of the Board**  
Richard A. Eichler

**Vice President, Sales**  
Darrin West

**Director, Business Development**  
Henry Tinne

**Director, Business Development**  
Chantal Hagan

**Director, Business Development**  
Taylor Moser

## HARTENERGY

**Chief Executive Officer**  
John Hartig

**Senior Vice President, Events**  
Russell Laas

**Senior Vice President, Digital Media**  
Mark Chiles

# IMPACTFUL VETERANS IN ENERGY

## TABLE OF CONTENTS

### Why Veterans are a Natural Fit for the Energy Industry. . . . . 2

*In this Q&A with Schlumberger's Nick Tran, he discusses how military experience and the energy industry share many common traits, which is why it is no surprise veterans continue to make an impact in the sector.*

## MEET OUR HONOREES

**Joshua Bieler . . . . . 6**  
Vector Force  
Development LLC

**Justin Bliffen . . . . . 7**  
Brigade Energy Services LLC

**David Burnham . . . . . 8**  
CAVU International

**Bobby Davis . . . . . 10**  
U.S. Energy  
Development Corp.

**Kevin Doffing . . . . . 12**  
Energy Capital of the Future

**Deidre Duncan . . . . . 13**  
Hunton Andrews Kurth LLP

**Patrick Eiland . . . . . 14**  
QuarterNorth Energy

**William Fox . . . . . 16**  
Data Gumbo

**Brendan J. Gilbert . . . . . 17**  
Solaris Oilfield Infrastructure

**Brian Ivany . . . . . 18**  
Consolidated Asset  
Management Services

**Lacy Kiser . . . . . 20**  
PLH Group Inc.

**Alexander Kuiper . . . . . 22**  
Kuiper Law Firm PLLC

**Kimberly Landry . . . . . 24**  
Vaquero Midstream LLC

**Mike Lennox . . . . . 26**  
Helmerich & Payne

**Scott Livingston . . . . . 27**  
NOV Inc.

**Woody McOmber . . . . . 28**  
Burns & McDonnell

**K. Knox**  
"Lighthouse" Nunnally. . . . . 29  
Ware, Jackson, Lee,  
O'Neill, Smith & Barrow LLP

**Steve Raben . . . . . 30**  
Preg & Associates

**Frank Verducci, Jr. . . . . 31**  
bp

**Patrick Watrin . . . . . 32**  
XRI Holdings



# Why Veterans are a Natural Fit for the Energy Industry

Military experience and the energy industry share many common traits, which is why it is no surprise veterans continue to make an impact in the sector.

By Len Vermillion, Editorial Director

Nick Tran, head of the global veterans programs and community affairs with Schlumberger, recently sat down with Hart Energy to discuss the importance of hiring veterans. Tran, a veteran himself, discusses why military training and experiences translate well into careers in the energy industry, the impact veterans have made in the industry and Schlumberger's well-regarded veteran employment program.

**Hart Energy:** There are quite a lot of veterans working in the energy industry, particularly in the oil patch. Why are veterans and this industry such a good match for each other?

**Nick Tran:** I believe the core values that veterans possess along with their work ethic are very much aligned with Schlumberger. Our company promotes performance-based achievement, and the military is also very performance-based, making the transition from the military to the energy industry an easy one.

I spent a great deal of my military career away from home, working in some of the most hostile conditions around the world. It wasn't easy, and the job was challenging, but we

always found ways to accomplish our mission. Some of my best memories from the time I was deployed come from working with the people and making a positive impact on the lives of others.



Nick Tran

There are a lot of similarities between working in Schlumberger and working in the military. We work in a range of environments, provide extensive training and development, and always work together to achieve ambitious goals. As an employee, you have the opportunity to utilize your problem-solving skills, work in a fast-paced environment and be rewarded for your performance. Schlumberger looks for people who are disciplined, reliable and driven with technical or non-technical skills, which

makes veterans very strong candidates for a variety of roles within the organization.

**Hart Energy:** How did you get your start in the energy industry?

**Tran:** Personally, entering the energy industry was not easy after returning from my final deployment in Iraq. Without industry experience, many companies would not consider me.



In 2010 Nick Tran served as a combat medic during his final deployment in Iraq.

(Source: Schlumberger)

# IMPACTFUL VETERANS IN ENERGY

I found a small services company that gave me the opportunity as the global talent acquisition manager. The company had a tough time retaining field service technicians due to lifestyle. In this role, I initiated a veterans hiring program, and after hiring dozens of military veterans in less than a year, we reduced our attrition of the field service technicians by over 75%.

Several years later, I joined Cameron to build our veterans program from the ground up. This was such an exciting opportunity to continue working in the energy industry to bring veterans into our organization and another way for me to support our military community.

**Hart Energy: We call this program “Impactful Veterans in Energy,” and there are a lot of veterans working at the executive level in the industry. What are the specific skill sets that veterans bring to the industry, especially when it comes to leading it through the energy transition going forward?**

**Tran:** Veterans show an inherent leadership quality based on their experiences.

The military is team oriented; they are familiar with troubleshooting in remote locations, finding creative solutions to

problems and understanding the importance of engagement and trust with a team. The team has a clear vision, and everyone is empowered to complete the mission.

In Schlumberger, all of these qualities help you add value to perform and progress within the organization.

**Hart Energy: Schlumberger is a longtime supporter and employer of Veterans in Energy. It’s been named a Military Friendly Employer five years running. Tell us about your efforts to recruit and employ veterans at Schlumberger.**

**Tran:** Our veterans program is not focused solely on recruiting.

Through our collaboration with nonprofit organizations, we embed ourselves within the community and find out what is important to veterans, their challenges and obstacles when leaving the military. Some of these issues include mental health, unemployment and getting back on their feet.

We work very closely with Combined Arms, Honor Flight, Prospect Human Services, and Homes for Heroes to help empower the lives of veterans in the United States and Canada.



Schlumberger hosted a résumé and interview workshop with former military veterans through its collaboration with Dress for Success.

(Photograph taken prior to the COVID-19 pandemic; Source: Schlumberger)



During a military career fair, potential candidates visit with Schlumberger to learn about job opportunities within the organization. (Photograph taken prior to the COVID-19 pandemic; Source: Schlumberger)

These are some of the collaborations within the military community we engage with that have contributed to us being awarded the Military Friendly Employer designation.

**Hart Energy: What kind of success have you seen, and what are your goals for employing veterans going forward at Schlumberger?**

**Tran:** Globally, we’ve hired thousands of veterans. Through our collaborations with nonprofits, such as Homes for Heroes in Canada, we have seen successes in helping homeless veterans find homes. We have also helped veterans successfully transition into civilian society with résumé and interview workshops along with branding themselves virtually, regardless if they come to work with us or with another company.

**Hart Energy: What about the industry as a whole? We started this interview talking about how the industry and veterans are a good match. What can the industry do to further develop veterans working in the industry and to recruit them?**

**Tran:** The industry can do a better job at telling its story. For instance, at Schlumberger we start early with children in kindergarten through fifth grade with the introduction of our Schlumberger Excellence in Education Development (SEED) program where we teach students about STEM, coding and robotics.

At the universities in the United States where we recruit, we engage with the Student Veterans of America (SVA)

chapters. With these collaborations, SVA chapters help access and advocate for Schlumberger to veteran students on what a career in the energy industry looks like. For example, a career in geology, mechanical engineering and software engineering, just to name a few.

When visiting SVA universities, the veterans are already familiar with what Schlumberger does, who we are and what a career is like within our organization.

**Hart Energy: Again, I want to thank Schlumberger for sponsoring this program. It’s a very important program for Hart Energy and for the whole industry, and Schlumberger has helped make that possible. Tell me why it’s important for your company to continue involvement and support programs like this one and others?**

**Tran:** We believe that great talent is diverse, and as we lead the energy transition through technology and digital innovation, even more diverse talent will be needed—including veterans. Supporting programs like this is important. Having access to that talent, across all parts of society, is vital to help us build an inclusive workplace and to drive our competitive advantage.

---

*Editor’s note: This interview has been edited for clarity and brevity. It can be viewed in full at [HartEnergy.com/VeteransInEnergy](https://HartEnergy.com/VeteransInEnergy).*

# HART ENERGY

Conferences

JOIN US IN  
**2022**

*You're invited to participate in Hart Energy's 2022 conferences and events. We're planning a potent mix of "IN-PERSON" experiences to deliver maximum value for you and your business.*

*Please keep these opportunities top-of-mind when you plan your 2022 calendar:*

CONFERENCE & EXHIBITION  
**DUG**  
MIDCONTINENT

**March 1-3, 2022**  
Oklahoma City, OK  
Oklahoma City  
Convention Center

**Energy ESG**  
CONFERENCE

**April 27, 2022**  
Dallas, TX  
Omni Dallas

**25** INFLUENTIAL **Women**  
IN ENERGY

**April 29, 2022**  
Houston, TX  
Marriott Marquis

**Energy**  
TRANSITION Capital  
CONFERENCE

**May 10, 2022**  
Houston, TX  
Omni Houston

**CARBON**  
MANAGEMENT  
CONFERENCE

**May 16, 2022**  
Fort Worth, TX  
Fort Worth  
Convention Center

CONFERENCE & EXHIBITION  
**DUG**  
PERMIAN  
+EAGLE FORD

**May 16-18, 2022**  
Fort Worth, TX  
Fort Worth  
Convention Center

CONFERENCE & EXHIBITION  
**DUG**  
HAYNESVILLE

**May 25-26, 2022**  
Shreveport, LA  
Shreveport  
Convention Center

CONFERENCE & EXHIBITION  
**DUG**  
EAST

**June 13-15, 2022**  
Pittsburgh, PA  
David L. Lawrence  
Convention Center

CONFERENCE & EXHIBITION  
**DUG**  
BAKKEN AND ROCKIES

**June 28-29, 2022**  
Denver, CO  
Colorado  
Convention Center

**energycapital**  
CONFERENCE

**October 25, 2022**  
Dallas, TX  
Fairmont Hotel in Dallas

**A&D** STRATEGIES AND  
OPPORTUNITIES  
CONFERENCE

**October 26, 2022**  
Dallas, TX  
Fairmont Hotel in Dallas

**NATURAL GAS**  
CONFERENCE

**October 27, 2022**  
Dallas, TX  
Omni Dallas

**Energy ESG**  
CONFERENCE

**October 2022**  
Houston, TX

**Energy**  
TRANSITION Capital  
CONFERENCE

**Fall 2022**  
New York, NY

**EXECUTIVE OIL**  
CONFERENCE & EXHIBITION

**Nov 15-16, 2022**  
Midland, TX  
Midland County  
Horseshoe Arena



VIEW  
EVENTS

*For more information, visit [HartEnergyConferences.com](https://www.HartEnergyConferences.com)*

# Joshua Bieler

President, Vector Force Development LLC,  
Woodinville, Wa.

**U.S. Air Force**

Joining the military in the wake of Desert Storm, Joshua Bieler wanted to help protect his country from dangerous threats. He enrolled in the U.S. Air Force Academy and was able to serve in the U.S. Air Force's Evolved Expendable Launch Vehicle program as well as participate in security operations following the 9/11 attacks.

Hailing from Seattle, Bieler received his bachelor of science in business management from the U.S. Air Force Academy before earning his master of business administration, finance and entrepreneurship from Pepperdine Graziadio Business School. From there, he held multiple positions at several companies, including Resource Recycling Technologies, InfraSource and RRT Global.

Bieler now lives in Woodinville, Wa., with his wife, Holli, and his three children, Cade, Sienna and Logan, as he serves as president of Vector Force Development LLC.



**Years of Service:** 20

**MOS:** AFSC, 65F1

**Military Honors:** Meritorious Service, Commendation Medal, GWOT

**Hobbies and Interests:** Hiking, hunting, coaching basketball and soccer

## Motivated by Desert Storm

"I joined the United States Air Force Academy in the late '90s because I wanted to serve my country after watching the events of Desert Storm. I was very interested in our commitment and technologies in space and wanted to be a part of the United States advancement in space. I had always felt a drive to serve my country in some capacity and felt that joining the Air Force would allow me to provide that service."

## Moments of pride

"One of my most memorable experiences was being a part of the team that successfully launched the first nine rockets in the U.S. Air Force's Evolved Expendable Launch Vehicle program. The other memorable experience was being tasked into security operations after 9/11. Those were both moments where I felt pride in my service."

## Next generation

"I am still in the U.S. Air Force Reserves at Joint Base Lewis McChord. I am also an Academy Liaison Officer and council and help high school students with their applications and interviews."

## Team players with discipline

"One of the biggest things that veterans bring to the industry is followership and leadership. They bring the discipline to follow the proper protocols and standards required in an industry that demands high levels of safety and quality. Many of the veterans are disciplined team players that bolster any division they join; they have the proven ability to learn new skills and concepts. In addition, they can enter your workforce with identifiable and transferable skills, proven in real-world situations."

## Learning servitude

"One of the biggest things I learned from being in the armed forces is servitude. Whether you are following a leader of a team or leading a team, being able to listen to what everyone needs to be successful and supporting this was helpful in my career. I think being a good leader in business is being a good servant to your employees, and serving in the armed forces helped me understand that attribute."

### Planting the seed

“A calling to serve, a love of country, a need for discipline, a longing for adventure, a want for an excellent, ‘free’ engineering education (at the U.S. Naval Academy) and the desire be a Frogman [inspired me to join the Navy]. I read Dick Marcinko’s ‘Rogue Warrior’ (and many other SEAL nonfictions) when I was a teenager and that planted a seed.”

### Time in Iraq

“Boarding tankers in the Persian Gulf in 2000 searching for illegally smuggled Iraqi oil, invading Iraq in Spring 2003 with SEAL Team FIVE and the First Marine Division [were pivotal experiences]. In Iraq 2003, serving as assistant platoon commander and being able to shape new tactics in real time, we had a high operational tempo in chasing the highest Sadaam Hussein-regime leaders (‘Deck of Cards’ leaders) and other bad guys on an almost nightly basis. [Other memorable experiences included] serving as agent in charge of security of a multinational Joint Force conducting personal security detail for the prime minister of Iraq (Dr. Ibrahim al Jafaari) in 2005 and too many others.”

### Raising funds

“I’ve been helping the Navy SEAL Foundation [a nonprofit organization] raise money in various capacities for about 10-plus years. This last year I had the honor of serving as a Foundation Denver Evening of Tribute co-chair, where we raised a record sum (about \$1.3 million) for this important veteran charity. I’ve also played an active role in communicating with transitioning veterans for about 15 years. At Brigade, we have had various veteran recruiting initiatives and partnerships. Other than that, I probably communicate with ex-teammates and classmates, some still on a weekly basis.”

### Leadership

“The entirety of my approach to leadership is driven from my time in service, and more specifically the U.S. Navy. From 18-30 years old, I was essentially a practicing leadership student with increasing levels of service responsibility (Squads of Midshipmen, to Divisions of Sailors, to Platoons and teams of SEALs). I think that people often believe that in the military, leaders bark orders and everyone snaps to it—not at all true. Just like in industry, one must lead by example, practice servant leadership, inspire trust and confidence by being a person of integrity, working hard, having empathy, taking good care of your people, making appropriate risk decisions, practicing strong communication skills and ultimately building consensus in others, especially if trying to carry out a tough mission in a tough sector and when beset by tough times (i.e., well servicing over the last few years).”

## Justin Bliffen

CEO and Founder, Brigade Energy Services LLC,  
Denver, Colo.  
**U.S. Navy**

Inspired by nonfiction books about the work of Navy SEALs, Justin Bliffen joined the Navy and became a commander serving in Iraq and the Persian Gulf. Drawn to the military by “a calling to serve” and “a love of country,” he finished his service with a newfound approach to leadership that he carried with him into his oil and gas career.

After graduating from the U.S. Naval Academy with a bachelor of science in systems engineering and serving as a naval officer, Bliffen attended the Wharton School, where he received an MBA in finance. Since then he served as CFO of Triangle Petroleum Corp. and as vice president with Goldman Sachs before his instrumental role in the



formation and development of Brigade Energy Services into the largest privately held workover company in the U.S.

Bliffen currently serves as CEO of Brigade Energy Services and lives in Denver with his wife, Brittany, and their two young children, James and Emerson.



**Years of Service:** Eight

**MOS:** Lieutenant O-3 SEAL qualification, SWO qualification, Freefall qualification, Navy Diver qualification, OOD qualification

**Military Honors:** Two Bronze Stars (one with Valor), Combat Action Ribbon, 20-plus other medals, ribbon and citations

**Hobbies and Interests:** Family, surfing, lake sports, skiing, hunting, camping and reading nonfiction

# David Burnham

CEO, CAVU International, Virginia Beach, Va.  
**U.S. Navy**

Having served nearly three decades in the Navy, David Burnham is passionate about supporting the military. After joining the Navy, he held ranks such as operations director, commanding officer and executive officer, and he continues to donate to veterans' rehabilitation programs now that he has retired from the military.

Originally from Kennebunkport, Maine, Burnham graduated from the U.S. Naval Academy with a bachelor of science in engineering, later receiving distinguished graduate status in tactical jets and aircraft carrier command training. Before entering the oil and gas industry, Burnham was an instructor at the U.S.



Marine Corps Aviation Weapons and Tactics Instructor School. After leaving the Navy, he served as a senior vice president with startup Check-6 International before becoming president of CAVU Construction.

Burnham now lives in Virginia Beach, Va., and he serves as CEO of CAVU International.



**Years of Service:** 27

**MOS:** Fighter pilot, nuclear officer

**Military Honors:** Distinguished Service Medal, three time Air Medal with Combat V, four time Navy Marine Corp Commendation Medal with Combat V

**Hobbies and Interests:** Private flying, golfing, snowboarding and shooting

## Helping with PTSD

"I support various charities that focus on service members suffering from PTSD as well as scholarship funds for the dependents of fallen Naval Aviators and Special Forces."



## A word of advice

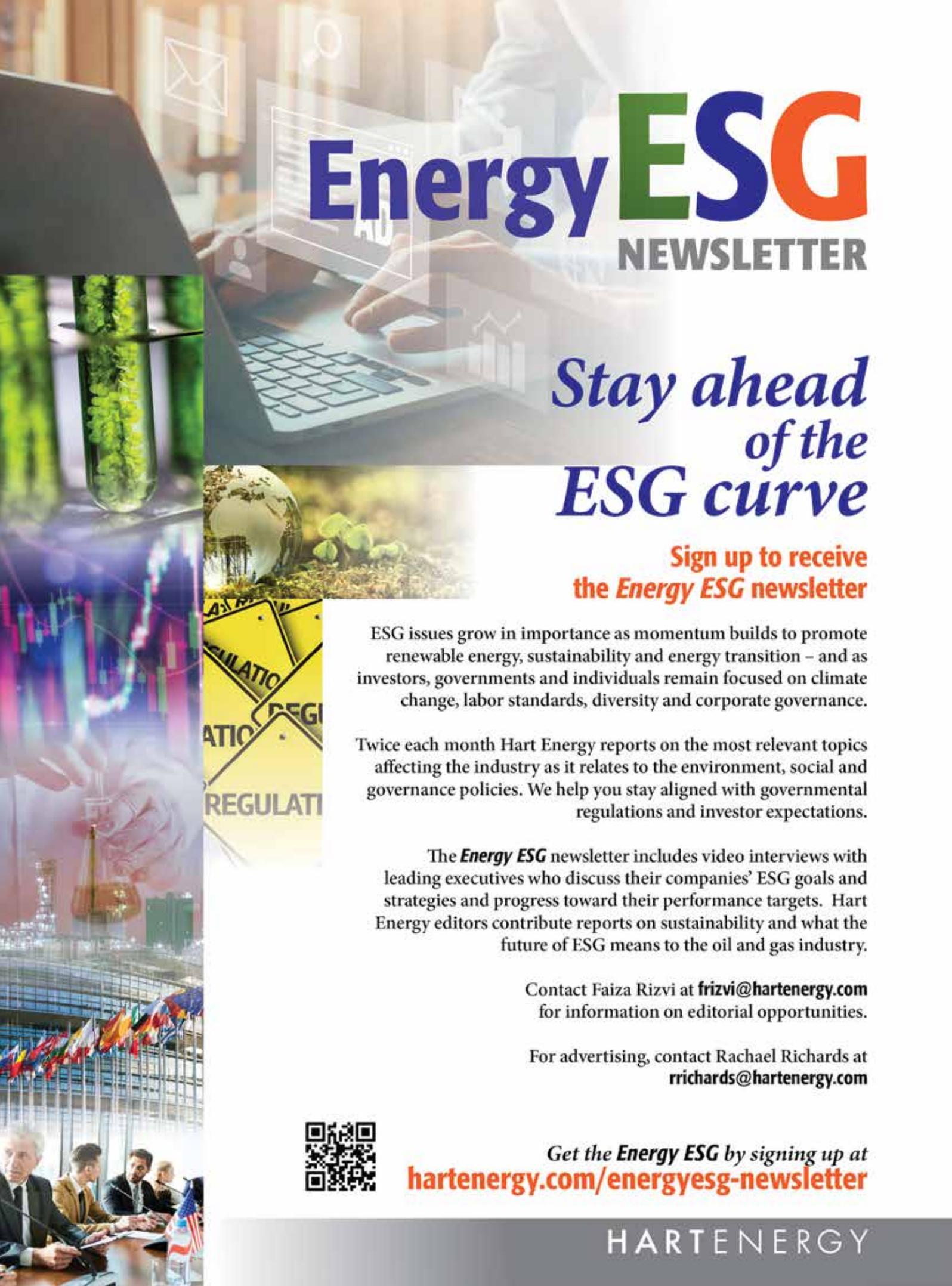
"Veterans have a unique ability to use a standardized approach to any task, much like mission planning in the service. We don't like to leave things to chance. The consequences of an error are too great. Veterans also carry their leadership training and skills to the workforce, which is very valuable."

Look out for the men and women you serve with, treat every job as if your life depended on its success and always lead by example. None of us are perfect, so when we make a mistake, we must hold ourselves accountable and make the commitment to improve every day."

## Unbeatable comradery

"I wanted to serve as a fighter pilot and fly from aircraft carriers. [There are] too many [memorable experiences] to mention, but the part I cherish the most is the comradery and relationships made while serving in uniform."





# Energy **ESG**

## NEWSLETTER

*Stay ahead  
of the  
ESG curve*

**Sign up to receive  
the *Energy ESG* newsletter**

ESG issues grow in importance as momentum builds to promote renewable energy, sustainability and energy transition – and as investors, governments and individuals remain focused on climate change, labor standards, diversity and corporate governance.

Twice each month Hart Energy reports on the most relevant topics affecting the industry as it relates to the environment, social and governance policies. We help you stay aligned with governmental regulations and investor expectations.

The ***Energy ESG*** newsletter includes video interviews with leading executives who discuss their companies' ESG goals and strategies and progress toward their performance targets. Hart Energy editors contribute reports on sustainability and what the future of ESG means to the oil and gas industry.

Contact Faiza Rizvi at [frizvi@hartenergy.com](mailto:frizvi@hartenergy.com)  
for information on editorial opportunities.

For advertising, contact Rachael Richards at  
[r-richards@hartenergy.com](mailto:r-richards@hartenergy.com)



Get the ***Energy ESG*** by signing up at  
[hartenergy.com/energyesg-newsletter](http://hartenergy.com/energyesg-newsletter)

HARTENERGY

# Bobby P. Davis

Chief Reservoir Engineer,  
U.S. Energy Development Corp., Dallas  
U.S. Army



Growing up in the small West Texas town of Kermit, Texas, Bobby Davis wanted to escape the oil patch. After joining the Army, he worked his way to the rank of Sergeant (E-5) and was fortunate to see some of Europe and serve his country.

After serving in the 1st CAV Division, 1-5th Cavalry Black Knights, he received his associate of science in petroleum technology from Midland College and his bachelor of science in petroleum engineering from Texas Tech University. He began working as a field engineer testing oil and gas wells in Odessa, Texas, and then moved to Lafayette, La., working offshore the Gulf of Mexico and California. He worked at several other oil companies before settling into his current role as chief reservoir engineer at the U.S. Energy Development Corp. where he has been instrumental in investing \$150 million in the Powder River and Delaware basins.

As the reservoir engineer for the U.S. Energy Development Corp., Davis now lives in Dallas, Texas, with his wife, Jennifer, where they attend Prestonwood Baptist Church.



## A taste of history

“While serving as armed security guarding the Czechoslovakia Border with Germany, I met former WWII German soldiers that had been POWs interned in Texas. Our unit was stationed at Wildflecken in the Fulda Gap, which is the historical invasion route through Germany. My unit trained at Hohenfels and Grafenwoehr extensively, which were the Nazi SS training camps during WWII. Also, driving a Jeep on the autobahn in Germany is an experience, since a Jeep only tops out at 50 mph and the speed limit on that highway is 100-plus.”

## Seeing the world

“I wanted to serve the nation as many in my family have done before. Also, I was from a dusty West Texas town working on drilling rigs in the oil patch and was trying to escape to see the world. I was very blessed to get to see some of Europe, but most of my traveling was from a mechanized vehicle, 2½ ton truck or grunt style on foot.”

## Always prepared

“During my tour in the 1st CAV Division, the unit was transitioning from air cavalry, and we trained on the Huey (Slick) helicopter. We deployed in the helicopters and trained by repelling from them as well. During one training period, our battalion was picked up in the late evening from the parade grounds near our billets by the helicopters. It was raining, cold and getting dark when we boarded the aircraft. Our lieutenant loaded on our squad chopper and promptly fell asleep as we traveled to the training target with our weapons loaded with blank ammunition. The rain got progressively worse and visibility was near zero, so the choppers returned to our pickup location. The lieutenant jumped out charging the billets, firing his weapon and yelling. We were able to finally calm him down and all got a good laugh. He earned the Boner of the Year award for that year from the Division for that incident, which was a large bone on a plaque with his name emblazoned.”

## Involvement

“[I am a] Lifetime Member of the 1st CAV Division Association [and the] Non-Commission Officers Association.”



#### Turning to faith

"I learned to rise early and work hard with a disciplined approach to every endeavor. I also learned that faith in the creator God is integral to a successful life and there is no success without Him."

**Years of Service:** Three active, three inactive reserve

**MOS:** 11C20 Forward Observer for 81mm Mortar Platoon

**Military Honors:** Expert Rifleman, Expert M-40 grenade launcher, Sharpshooter Grenade, Expert 1911 45 cal. Pistol, Good Conduct Medal, Cold War Medal

#### Hobbies and Interests:

Wakeboarding, water skiing, snow skiing and shooting

#### Desire to excel

"Veterans bring a more seasoned responsible employee with aspirations for career and the long term rather than a temporary job situation. Veterans also bring a desire to serve and excel at any task presented with confidence learned through experience."

**IMPACTFUL  
Veterans  
IN ENERGY**

**Bobby Davis**

## Congratulations, Bobby Davis!

Bobby, a veteran of the United States Armed Forces and U.S. Energy's current Reservoir Engineer, is being recognized as one of *Hart Energy's* 2021 Impactful Veterans in Energy for his value and impact of veterans within the oil & gas industry. *Hart Energy* honors veterans' service to our country as well as their contributions to our industry.

Bobby constantly inspires and motivates his fellow colleagues with his longstanding commitment to making our country a safe and better place for future generations.

**U.S. ENERGY**® Development Corporation

[www.usedc.com](http://www.usedc.com) | 800.636.7606

# Kevin Doffing

President, Energy Capital of the Future, Houston  
U.S. Army

For Kevin Doffing, what began as an option to pursue after graduating college turned into an opportunity for leadership and lifelong interest in helping fellow veterans. In the Army, Doffing served as a platoon leader before finishing out his military career as an executive officer, where he was second-in-command of a 141-person infantry command.

Doffing attended Texas A&M University to receive his bachelor of science in psychology and then joined the military. After leaving the Army, he returned to A&M to earn his certificate of advanced international affairs before moving into a long-term position as president of Sam's Safety Equipment. He then became COO of Combined Arms, a veterans' rehabilitation program, and president of Energy Capital of the Future, which he also founded.

Doffing now lives in Houston with his wife, Alicia, and their three children, Edith, Marti and Michael.



## Dependable security

"I wanted to serve my country during a time of war. Also, what else can you do with a psychology degree? One of my favorite things from my time in combat was when we had secured the area we were in, Ramadi, and were able to begin reconstruction operations. I loved to haggle with the Iraqi contractors and see how far I could get a dollar to go or how many projects I could get authorized in a week. Unlike our earlier highly kinetic operations to secure the region, I found that lifting up an economy was a more dependable form of security for us all, but it first required establishing military stability and security in the region. It was a lot more fun leading reconstruction operations over dinner at a local's house eating amazing lamb and rice rather than sleeping on the floor of an abandoned house we'd occupied for a mission."

## Giving back

"Up until recently, I was very involved with the local Houston veteran community. I led a few organizations locally such as Lone Star Veterans Association, which I merged into Combined Arms, and I launched Bunker Labs Houston. Lone Star Veterans Association was a 10-year-old post-9/11 community building organization, and Combined Arms later became the national leader in connecting veterans and their families to resources. Bunker Labs is a national veteran entrepreneur group, and I stood up the startup accelerator in town, the Veterans in Residence Program. Earlier [in 2021], I was the veteran business adviser for the Small Business Development Center. I also judge annually in the Veterans Business Battle at Rice University. I'm involved with the Veterans in Business Association at Rice University's Jones School of Business as well. I'm currently a fellow with the Atlantic Council's Veterans Advanced Energy Program as well, working on a policy proposal to deregulate geothermal permitting. I also lead the veteran affinity group at Greentown Labs."

## Military values

"Dedication, servant leadership and the ability to remain calm under pressure [are unique traits veterans possess]."



**Years of Service:** Three

**MOS:** 11A

**Military Honors:** Bronze Star, Combat Infantryman's Badge

**Hobbies and Interests:** Energy transition, startups and comic books



## Team of leaders

"I learned the value of building a team of leaders. There's more to be accomplished with others than alone and the only way to trust your subordinates is to know that they can lead in your absence. I've always benefited from having amazing leaders around me, and I hope to give as much as I have received."

# Deidre Duncan

Partner, Hunton Andrews Kurth LLP,  
Washington, D.C.

**U.S. Army**

As a result of her time serving in the Army, Deidre Duncan puts a heavy emphasis on the importance of teamwork and quality leadership. During this time, she developed the skills necessary to become a partner at her law firm.

After serving at the Pentagon as assistant general counsel of the Army, Duncan left to begin her career in private practice. A Duke graduate, her work in environmental issues has been recognized by both Chambers and Legal500, and she was named a Woman Worth Watching in 2020.

Duncan lives in Washington, D.C., with her husband and two children, Sophie and Andrew, as she works as a partner and environmental practice group leader with Hunton Andrews Kurth LLP, specializing in environmental issues in the natural resources arena facing a broad range of industries, including energy. Duncan represents several of the largest domestic oil and natural gas pipelines and their respective trade associations on environmental permitting, compliance and litigation matters involving the major federal environmental statutes.



## Witnessing history

“My most memorable experience was when I was on a weekend training exercise during the NCAA basketball tournament, and Christian Laettner hit the game-winning shot against Kentucky in the 1992 tournament. The Duke campus went nuts that night, but we were conducting overnight patrols at nearby Camp Butner, North Carolina.”

## Move as a team

“Teamwork is critical to achieving success. Whether it is a squad, platoon or a team of attorneys, each member brings traits that can make the team better. It’s important to understand and be honest about the strengths and weaknesses of yourself and your team so that you can achieve the best results. Another important lesson I learned in the military is that, ultimately, if there is a problem and something doesn’t go according to plan, the leader bears responsibility.”

## Sticking with Army roots

“I earned a four-year Army scholarship to attend Duke University. With my JD in hand, I worked for the Army Corps of Engineers where I began to cut my teeth in environmental law. I continue to practice environmental law by helping clients obtain permits and other approvals before the United States Army Corps of Engineers.”

## Mission-focused mentality

“Understanding a chain of command and how to work within a regimented hierarchy has been helpful in interfacing with the energy industry. I also think a mission-focused mentality has been key to getting results for clients. Teamwork and leadership are key elements that the military instilled in me and I believe serve me well each day.”



**IMPACTFUL**  
**VETERANS**  
**IN ENERGY**

# Patrick Eiland

Vice President of HSE and Regulatory, QuarterNorth Energy, Houston

**U.S. Coast Guard**

In pursuit of a new challenge, Patrick Eiland joined the U.S. Coast Guard with the hopes of helping save lives and bettering communities. During his 20 years in the military, he has had the chance to improve communities around the U.S. while earning several prestigious honors.

Eiland received his bachelor of science in management and communications from the University of South Alabama and later earned his master of science in transportation management from Florida Institute of Technology. Prior to his current role, he served as vice president of HSE and regulatory with Fieldwood Energy LLC, director of HSE with Stone Energy, HSE manager with Hornbeck Offshore and vice president and principal with Veris Global LLC.

Eiland currently serves as vice president of HSE and regulatory with QuarterNorth Energy and lives in Houston. Both his children, Jordan, 25, and Rachel, 23, are Louisiana State University graduates.



**Years of Service:** 20

**MOS:** Marine safety, environmental protection and boat forces operations

**Military Honors:** Meritorious Service Medal, two Commendation Medals, four Achievement Medals, three Letters of Commendation, Senior Marine Inspector and Casualty Investigator, Designated Incident Commander, Planning Section Chief and Operations Section Chief, FEMA Master Exercise Practitioner, and Certified Training Instructor

**Hobbies and Interests:**

Hunting, fishing, scuba diving, softball and basketball

## New challenges

“A new challenge was needed, and after looking at multiple opportunities across the military services, I chose the U.S. Coast Guard. What excited me most was the prospect of search and rescue in heavy weather, saving lives and drug interdiction. Of course I ended up being able to experience all those thrilling activities and more.”

## Surf rescue

“I have many [memorable experiences], but the one that stands out most is conducting search and rescue efforts on the rugged Oregon Coast in the small coastal community of Depoe Bay. It was always exciting to hear the search and rescue alarm ring out and everyone rushing to launch the boats, really not knowing what we were getting ourselves into. But rest assured it was usually very high seas (20-35 ft) and surf, operating in a 30-ft surf rescue boat or the 44-ft motor lifeboat and rushing to save the lives of fishermen, surfers and those that chose to go out without checking the weather. We repelled down cliffs, entered caves, conducted surf rescue from the beach and most importantly supported the small community that we served.”

## Coast Guard Foundation

“Since retirement, I have always been a huge advocate in hiring military service members in numerous companies I have worked. I have supported the Coast Guard Bulletin Publication, given time and money to the Coast Guard Foundation, Navy Seal Legacy Foundation and the Marine Corp Scholarship Foundation. [In 2021] I participated with the Coast Guard Foundation as a primary sponsor and contributor for the Texas Dinner to raise over \$1 million (the highest fundraising event for the foundation) to support the men and women of the Coast Guard who endure so much and need our assistance.”

## Working hard

“Veterans bring leadership, focus, discipline and a superior work ethic. These men and women are motivators and understand what it takes to complete a task, job or mission. Their training easily transitions to numerous industry sectors, and they can provide immediate and long-term positive impacts.”



QUARTER<sup>o</sup>NORTH  
ENERGY

# CONGRATULATIONS PATRICK EILAND

**HART ENERGY'S 2021  
VETERANS IN ENERGY HONOREE!**



HOUSTON | LAFAYETTE

[www.quarternorthenergy.com](http://www.quarternorthenergy.com)

# William Fox

Chief Product Officer, Data Gumbo, Houston  
U.S. Army

**W**illiam Fox joined ROTC with the intention of going into the Army right before the 9/11 attacks occurred. Although he was told that things were about to get really intense, he didn't back down. He remained in the Army for five years and became an officer in 2005.

Before joining the military, Fox graduated with a bachelor of arts in European history from Washington and Lee University in Virginia. Once he finished active duty, he held management roles at NOV Inc. and MHWirth before joining Data Gumbo in 2017.

Hailing from St. Louis, Missouri, Fox now lives in Houston with his wife and children. He currently serves as chief product officer with Data Gumbo Corp.



## A word of advice

"Be humble; someone always knows more than you. Plans are useless, but planning is invaluable. Embrace the suck. Better to ask forgiveness than permission."

## It's getting real

"I originally signed up for ROTC because a friend told me 'you can choose your MOS,' and I thought being a tank commander looked fun. I showed up at college and signed up for Army ROTC classes the week prior to 9/11. The cadre called us in and told us that 'sh\*t's about to get real.' I remained enthused and ended up commissioning as an armor officer in June 2005."

## On a mission

"In Baghdad in 2008, we conducted a night mission to pick up MRAPs from the Green Zone, and I found myself in front of the monumental Saddam Hussein statues. Couldn't help but think of Ozymandias! I continue to love the Army from a distance."

## Self-sufficient

"Veterans have been through a crucible where they are given responsibility and direction and expected to execute a mission or task with minimal supervision and support. Success in that sort of environment is valuable in any context but especially so in the remote and sometimes austere locations of oil and gas operations. Additionally, you're trained to show up early in the right place in the right uniform with pen and paper and to take notes and ask questions, which is (sadly) a huge advantage over most people."



**Years of Service:** Five  
**MOS:** 19A  
**Military Honors:** BSM  
**Hobbies and Interests:**  
Reading, running and hunting



**IMPACTFUL**  
**VETERANS**  
**IN ENERGY**

## More than a paycheck

“Those who have served in the military—including their spouses and children—have a selfless sense of service that is hard to put into words. No task is too big or too small for someone who has dedicated their life to serving others and protecting our freedom. Veterans have a deep appreciation of how teams work and are personally motivated by a purpose that transcends everyday material needs. Said differently, they are driven by more than just a paycheck.

The energy industry is one of our country’s critical infrastructure sectors, whose assets, systems and networks are considered so vital that their incapacitation or destruction would have a debilitating effect on our national security and economy. Working in the energy industry, albeit different than serving in the military, can provide that sense of purpose that veterans often desire.”



### Law school to battlefield

“9/11 occurred while I was in law school. I felt compelled to serve my country in some meaningful way to defend our freedom, protect our way of life and honor the fallen. I completed my law degree, passed the bar, then commissioned in the U.S. Army JAG Corps.”

## Supporting veterans

“I have focused my efforts on helping those who transition from active duty to civilian careers. At Solaris, we proudly employ veterans, participate in U.S. military job fairs and continue to recruit qualified veterans. We participated in and continue to support Texas Workforce Commission’s ‘Red, White & YOU’ annual job fair for veterans and their transitioning military families. In addition, Solaris will be participating in the upcoming Fort Hood, Texas, job fair in 2022.”

### Three lessons

“The experiences I had serving in the military generated more lessons than I could count as I sit here today. However, three things that come to mind from my time in the Army that have served me well throughout my life as a husband, stepfather, brother, son, friend and work colleague are:

1. It is not important to be right; it is important to do right;
2. If you love the process of trying to be great at something, you’re already winning; and
3. Tell your loved ones you love them as often as you can. You can never say it too much.”

# Brendan J. Gilbert

Senior Vice President of Service and Quality,  
Solaris Oilfield Infrastructure, Houston  
**U.S. Army**

According to Brendan Gilbert, fear “heightens the senses and sharpens focus.” A former Army paratrooper, one of Gilbert’s instructors at the Army Airborne School taught him this valuable lesson about fear, which he still applies to his career and daily life.

Gilbert earned his undergraduate degree from George Washington University before getting his law degree from Syracuse University College of Law. In the Army, he served six years on active duty with assignments in the 82nd Airborne Division, Afghanistan, Guantanamo Bay and the Pentagon. After leaving the service, he served in the CIA as an assistant general counsel.

He then transitioned to the civilian sector, moved to Houston and joined the energy industry. He held several different roles within Schlumberger before joining Solaris Oilfield Infrastructure, where he is responsible for field operations, customer experience and improvement of service quality.

Gilbert lives in Houston with his wife, Jenna Jackson, and his twin stepsons, Parker and Rees.



**Years of Service:** Six

**MOS:** 27A (judge advocate)

**Military Honors:** Bronze Star, Meritorious Service Medal with one oak leaf cluster, Joint Service Commendation Medal, Afghanistan Campaign Medal, Parachutist Badge

**Hobbies and Interests:** Spending time with family, traveling with family, playing tennis and running

# Brian Ivany

Co-president of Renewable Services and President of E&P, Consolidated Asset Management Services, Houston  
**U.S. Army**

**D**etermined to make a difference for his country, Brian Ivany decided to join the U.S. Army in the aftermath of the 9/11 attacks. After graduating from the United States Military Academy at West Point, he began his first of two deployments to Iraq in 2008 and remains dedicated to supporting veteran service organizations. It was during his tours that he was shocked and disheartened to see first hand how energy poverty was tearing the country apart.

Once he returned to the U.S., Ivany earned his master's degree in business administration at Georgetown University and has spent the past seven years working in asset management in the oil and gas industry, striving to make energy more accessible for all.

Ivany now serves as co-president of renewable services and president of E&P at Consolidated Asset Management Services in Houston, where he lives with his wife, Deborah.



## Eager to serve

"In the wake of the terrorist attacks of Sept. 11, 2001, I felt compelled to serve our nation. At the time, I was a junior in high school and hoped to attend college in Washington, D.C. However, after learning more about the attack and our armed force's collective effort to find those responsible, I decided to attend the United States Military Academy at West Point. While West Point was certainly a unique collegiate experience, I am grateful as it enabled me to serve my country upon graduation and provided the opportunity to learn from many of our nation's most talented soldiers."

## Energy poverty in Iraq

"During my first tour to Iraq in 2008, we discovered that the majority of attacks occurred in areas without a reliable electrical infrastructure. At the time, Iraq produced approximately 33% of its required energy output, leaving large concentrations of homes, businesses and schools without essential services. We learned that this scenario had evidently paved the way for violent extremist networks to gain a foothold in these neighborhoods. Struggling to provide for their families, numerous well-intentioned Iraqi were now inclined to support the insurgency, often by emplacing roadside bombs and providing safe harbors for insurgents. The realization that a severed energy infrastructure can fuel an insurgency came at a very high cost; however, it also enabled the redesign of our strategy in the country and compelled many service members, like me, to join the energy industry."



## Combined Arms

"I enjoyed serving on the board of directors for Combined Arms, a veteran-focused non-profit organization headquartered in Houston, Texas. We work to accelerate the transition from military to civilian life for members of all branches of the military. Combined Arms consolidates the most efficient member organizations under one roof, making it easier for veterans to receive services. Through a bespoke technology platform, the team tracks critical metrics, such as response time and capital efficiency of member organizations, to ensure veterans consistently receive optimal care. Since 2017 Combined Arms has connected veterans to over 35,000 resources such as career services, mental health and financial aid services."

**Years of Service:** Five

**MOS:** Field artillery

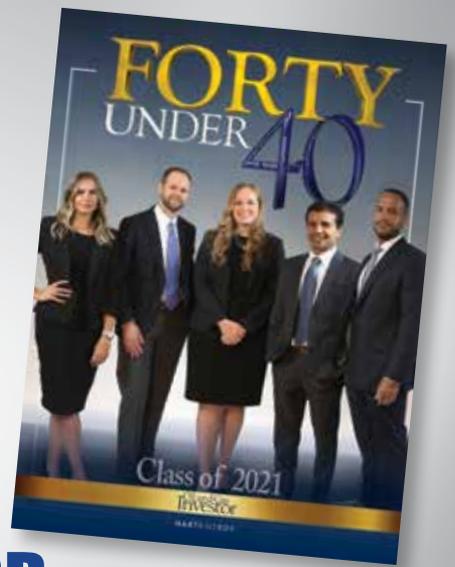
**Military Honors:** Bronze Star, Ranger & Airborne Tab, Combat V

**Hobbies and Interests:** Veteran service organizations, lacrosse and traveling

## Planning on the fly

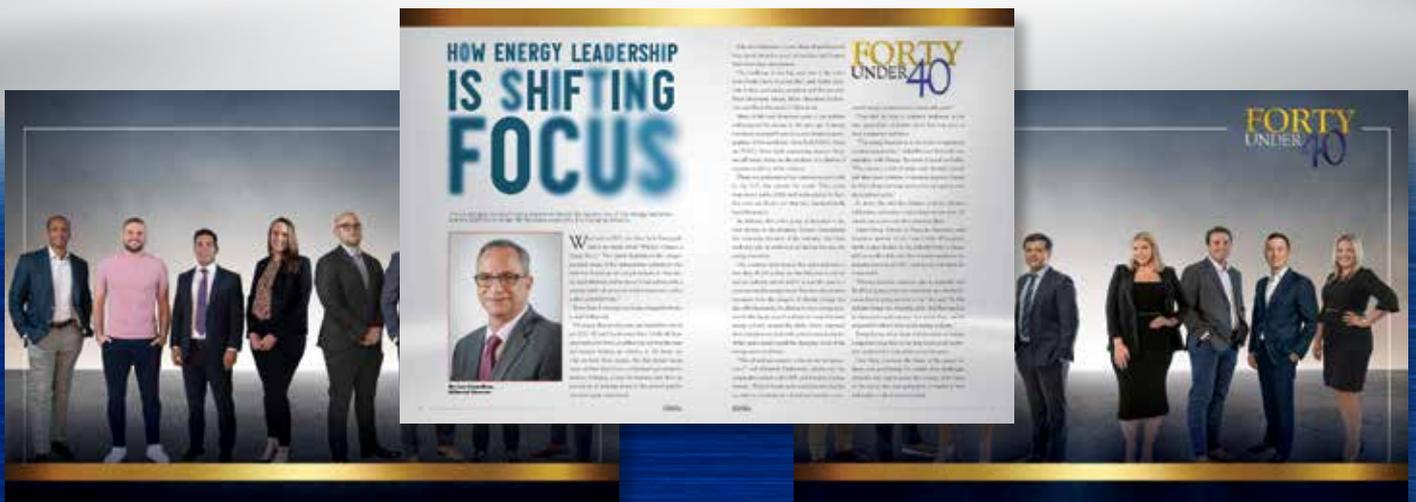
"Veterans are accustomed to operating in ambiguous and volatile environments. During overseas deployments, leaders quickly realize that you cannot control the enemy and therefore must plan and train for multiple courses of actions. As a result, careful synchronization of resources, deliberate teamwork and effective communication become paramount. I have seen that our flexibility, critical problem-solving skills and the ability to make decisions without all of the desired information refined over time."

# FORTY UNDER 40



## We invite you to **NOMINATE** those that are **MOVING INDUSTRY FORWARD**

*Oil and Gas Investor* is accepting nominations for the **2022 Forty Under 40 in Energy awards**. We encourage you to nominate yourself or a colleague who exhibits entrepreneurial spirit, creative energy and intellectual skills that set them apart. Nominees can be in E&P, finance, A&D, oilfield service, or midstream. Help us honor exceptional young professionals in oil and gas.



Honorees will be profiled in a special report that ships with the November issue of *Oil and Gas Investor* and on HartEnergy.com.

## Nominees should display:



A desire to find new challenges



Community involvement



Leadership initiative



Creative problem solving



Professional excellence



Entrepreneurial spirit

# Lacy Kiser

Chief Administration Officer, PLH Group Inc., Dallas  
**U.S. Marines**

Lacy Kiser wasn't sure exactly what he wanted to do with his life after leaving high school. Inspired to join the military by his family before him, he found himself in the Marines as a member of "The Few, The Brave." There, he worked as a bulk fuel specialist and a marine security embassy guard, forging connections and seeing the world.

After returning to the U.S., Kiser earned a bachelor of science in organizational management and a master of science in management with a concentration in human resources management. Additionally, he earned an advanced human resources executive certification from the University of Michigan.

Originally from Fairmont, W.Va., Kiser now lives in Dallas, Texas, where he serves as chief administration officer with PLH Group Inc. He is responsible for marketing communications, risk management and human resources.



**Years of Service:** Five

**MOS:** 8151 (Marine security embassy guard), 1391 (bulk fuel specialist)

**Hobbies and Interests:**  
Family, golfing and traveling



## Fraternity

"Coming out of high school, I wasn't ready (financially or otherwise) for college. I had family in the military and wanted to follow in their footsteps and serve our great nation. I chose the Marine Corps because of their reputation as a rough and tough-minded fighting force. To be a member of The Few, The Proud, The Marines is a fraternity like none other."

## Diplomatic missions

"My most memorable experiences are from my time serving as a Marine security guard at the embassy in Vienna, Austria, and Dakar, Senegal. Marine security guard detail is, in my opinion, one of the best special duty assignments in the military. Our primary function was to protect the embassy (personnel and property). We also had the unique opportunity of working daily with the diplomatic corps while also serving the American community deployed as part of the diplomatic mission."

## Promoting veteran wellness

"Along with the support of PLH Group, we participate in and donate to Warrior Wellness Solutions, an organization with a mission of delivering personalized health and wellness education and training to our nation's wounded, ill and injured warriors as well as their families and caregivers. I also encourage and participate in veteran recruitment activities for PLH Group and our 12 subsidiaries."

## True grit

"Although a lot of traits former military personnel bring to the table help the industry, the ones that stand out the most are perseverance (grit) and agility. Veterans bring a wellhead of training on how to adapt, pivot and be agile to ensure success in the mission, skills that are critical in our environment. Additionally, the ability to persevere through the ups and downs of a task or mission is a trait that translates extremely well to the industry."

## Discipline

"From the moment you enter basic training until the time you exit, discipline is instilled into all aspects of your life—the discipline to focus on and complete the task at hand along with the discipline to focus and plan for tomorrow. Former Navy Seal and author Jocko Willink probably puts it best with his phrase, 'Discipline equals freedom,' and learning that early in my adult life has paid dividends in my career. The leadership skills instilled, whether it was self-leadership as an individual contributor or the skills to lead others with courage and compassion, have carried through and help me every day."

# We Salute One of Our Own for Selfless Service



## Hart Energy's Impactful Veterans in Energy Honoree

**Lacy A. Kiser**  
Chief Administration Officer  
PLH Group, Inc.  
United States Marine Corps (USMC)

Lacy joined the US Marine Corps shortly after graduating high school and spent 5 years in military service, including serving as a Marine Security Guard at the Embassies in Vienna, Austria and Dakar, Senegal.

He continues to support veterans through organizations such as Warrior Wellness Solutions, an organization with a mission of delivering personalized health and wellness education and training to our nation's wounded, ill and injured warriors, as well as their families and caregivers. He also encourages and participates in veteran recruitment activities for PLH Group and our business units.

Congratulations Lacy – thank you for your service and ongoing support of our nation's veterans.

## Family tradition

"I come from a long line of veterans. My paternal grandfather served in the Army during World War II, including the Normandy Invasion. My father and two uncles served in Vietnam, and my maternal great-grandfather served in World War II in the Soviet Union. Currently, my oldest brother is a major in the Marines. My father instilled in me at an early age the importance of service. After the 9/11 attacks in Washington, D.C., happened in my backyard, I joined shortly thereafter."

## Passing it on

"While I have many memorable experiences, the proudest was being in uniform and pinning the 2nd Lieutenant bars on my oldest brother on his graduation from the Naval Academy. I was privileged to be the first person to salute him, and I will cherish that memory forever."

## Lifelong friends

"I keep in contact with Marines that I served with and support them with care packages during deployments. I also mentor Marines as they are transitioning out of service into the civilian world, including helping them navigate the GI Bill, disability assistance with the VA [Veterans Affairs], legal issues that may arise and general encouragement. I know from personal experience how hard and overwhelming that transition can be."

## Perseverance and relatability

"Tenacity, loyalty and hard work as well as a unique understanding of the importance of energy independence [are unique traits veterans possess]. Many veterans have been deployed to the Middle East and understand the importance of energy independence to our foreign policy and national security. The oil and gas industry has its own unique issues, and veterans are well equipped to deal with the ebbs and flows of our time.

As a Marine, I persevered through stressful situations, which prepared me to be a successful business owner and lawyer. Also, I can relate to almost anyone through the many experiences I have had and places I have been."

## Creating good times

"The No. 1 thing I learned from the Marines that has helped me in my career is to keep evolving and moving forward. Being a lawyer and business owner is akin to combat in that it often feels as if you are being bombarded from every direction, whether by competitors, client demands or the everyday struggles that come from managing a small business.

A quote that has great meaning to me is by G. Michael Hopf: 'Hard times create strong men. Strong men create good times. Good times create weak men. And weak men create hard times.'"

# Alexander Kuiper

Managing Partner, Kuiper Law Firm PLLC,  
Houston

**U.S. Marines**

For Alexander Kuiper, serving in the armed forces is a family tradition. Several of the men in his family served in the Army, going back to his grandfather and great-grandfather serving in World War II for the U.S. and the U.S.S.R., respectively.

For the Marines, Kuiper worked as an intelligence analyst. After returning from his deployment to Iraq, he began practicing law, focusing on the oil and gas industry, and eventually starting his own firm. He graduated with his bachelor's degree in political science from the University of Texas and earned his J.D. at South Texas College of Law.



Now Kuiper is a managing partner with Kuiper Law Firm PLLC in Houston, where he lives with his wife, Hillary, and his daughters, Elizabeth and Margaret, and he has another daughter on the way in the spring.





# MAKE BETTER DECISIONS WITH A GROUP SUBSCRIPTION

A group subscription to **HartEnergy.com** equips your team with daily intelligence to stay ahead of the competition.

**HartEnergy.com** provides your business with daily intelligence about what is happening, why it matters and how it affects your company.

**HartEnergy.com** keeps your team abreast of business trends, energy markets, A&D&M transactions, E&P news, technology, policy changes, and midstream needs. And every issue of **Oil and Gas Investor** magazine, our playbooks, special reports, and **E&P** magazine (in a downloadable PDF) is included with each subscription.

Equip your team or your entire company with a license to **HartEnergy.com**. Discounted group rates start with as little as two subscriptions.

To start your access  
right away or for more  
information contact:

Chris Rasch  
[crasch@hartenergy.com](mailto:crasch@hartenergy.com)  
713.260.4669

# HARTENERGY.COM

Connecting You to the Global Energy Industry

# Kimberly Landry

ESG and Regulatory Director, Vaquero Midstream LLC, Katy, TX

**U.S. Army**

## Service and selflessness

“I joined the Army as a sense of duty to serve my country and others. I have always had a passion to serve others and lead by example. A major influence was because both of my parents served in the Air Force and instilled these values in me from an early age. I desired to be part of an organization based in selflessness and service to others and also wanted to be part of a kinship that did good in the world. In my search for where my passions intersected the needs of the world and service to my country, I knew that West Point and the Army were the right choices for me.”

## Stepping up

“My most memorable experience during my Army service was when I deployed to Iraq with the 3D Infantry Division. I was the S-1, human resources officer, for the 4-3 Brigade Special Troops Battalion. During my deployment, I had the additional duty as the Battalion’s field ordering officer pay agent. In this role, I established relationships with the local Iraqi vendors and developed effective supply-chain networks to provide better quality-of-life items to our deployed soldiers. I would spend time with the vendors, learning about their culture, customs and personal lives through their stories as well as share stories with them about my life and family. This impactful experience allowed me to create new friendships, show compassion and a sense of humanity that, even though we may come from different parts of the world, we all strive for the same basic human rights. It is through our relationships that we learn to accept, support and serve one another to sustain peace and create a better world.”



## Positive influence

“Veterans benefit any workplace due to their character, discipline and leadership skills they learned during their time in service. Army veterans take pride in the Army values of leadership that apply to every soldier who wears the uniform. If you spell out leadership as ‘LDRSHIP,’ each one of those letters spells out the Army values: Loyalty, Duty, Respect, Selfless service, Honor, Integrity and Personal courage. These values create the unique traits veterans bring to the oil and gas industry that allow them to strive in their role and lead by example setting a high standard for their coworkers. Through these values, veterans positively influence the company’s operations as well as the safety culture.”

Driven by her passion for helping others, Kimberly Landry was inspired by her Air Force-retired parents to join the military. They instilled in her a desire to lead and protect her community early on, and she joined the Army after receiving her bachelor of science in foreign languages and environmental engineering at the United States Military Academy at West Point.

Earning her way to the rank of captain by the time of her military retirement, Landry has since worked for a variety of upstream and midstream companies, including Chesapeake Energy, Flattrock Engineering & Environmental, and Access Midstream, in several managerial roles.

Now acting as ESG and regulatory director with Vaquero Midstream LLC, Landry lives in Katy, Texas, a suburb outside of Houston, with her husband, Trey, and their three children, Grace, Luke and Emma.

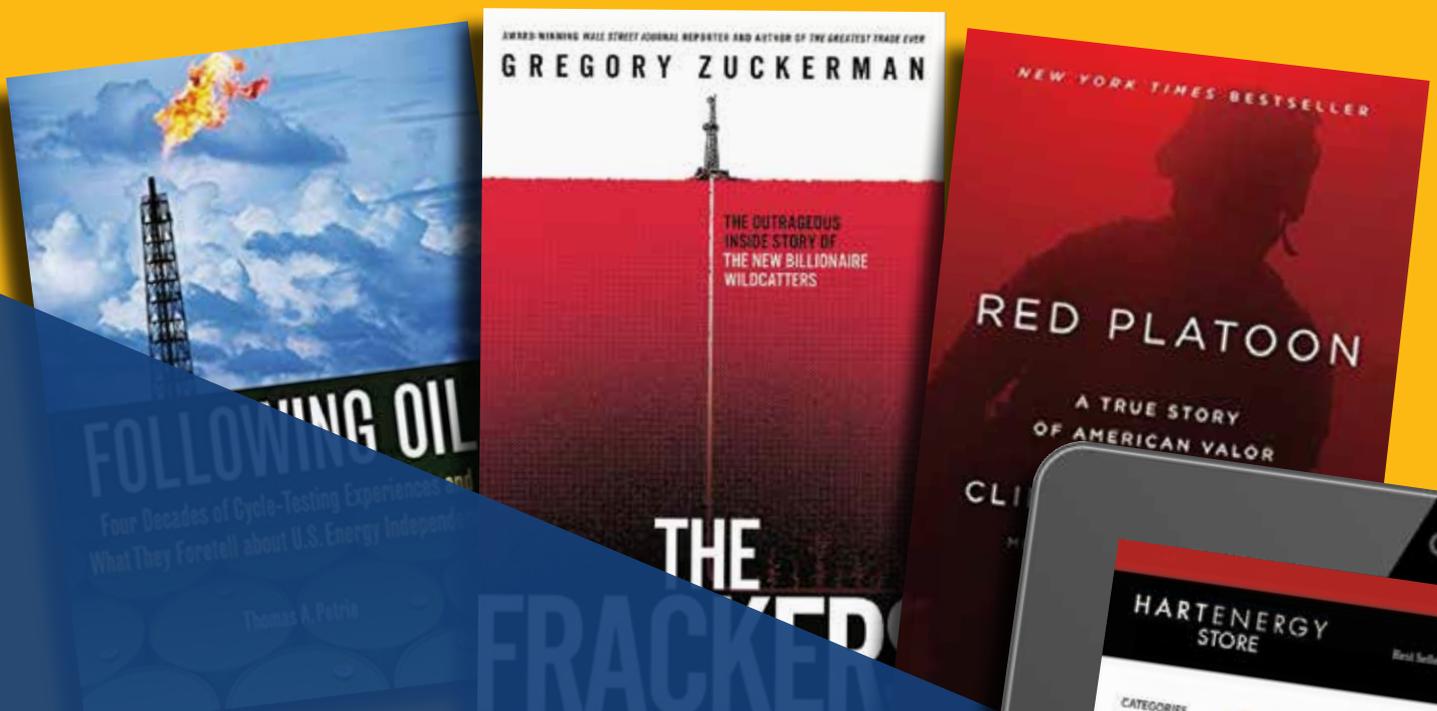


**Years of Service:** Four years

**MOS:** 42A (adjutant general)

**Military Honors:** 2006 United States Military Academy at West Point, Army Commendation Medal, National Defense Service Medal, Global War on Terrorism Service Medal, Iraq Campaign Medal with Campaign Star, Army Service Ribbon

**Hobbies and Interests:** Volunteering with family in the community, actively participating in children’s activities and traveling



The **PERFECT GIFT**  
for COWORKERS

Autographed books by  
politicians, military heroes,  
and industry thought leaders.



HARTENERGY  
STORE

Available at [HartEnergyStore.com](http://HartEnergyStore.com)

# Mike Lennox

Senior Vice President of U.S. Land Operations,  
Helmerich & Payne, Tulsa, Okla.

**U.S. Army**

For Mike Lennox, one of the best things about serving in the Army was meeting people “from all walks of life” and working with them to form a unified front. Looking to play football in college, he was recruited by the United States Military Academy at West Point and chose to get his education there because it would afford him a stable career path after graduation. Serving in the Army was an unforgettable experience, which he found opened an avenue of opportunities.

After a decade of service, he earned his master’s in business administration from Texas Tech University and took on multiple roles within Helmerich & Payne, including its HSE teams, maintenance repair and overhaul department, and performance execution operations. He currently serves as senior vice president of U.S. land operations with Helmerich & Payne.



Originally from Fort Worth, Texas, Lennox now lives in Tulsa, Okla., with his wife, Lucy, and their four children, Koy, Claire, Eleanor and Olivia.



**Years of Service:** 10

**MOS:** Field artillery (13A)

**Military Honors:** Bronze Star (twice), Army Commendation Medal, Army Achievement Medal, Combat Action Badge

**Hobbies and Interests:** Outdoor recreation, coaching my kids in sports and physical fitness

## Figuring it out

“I was being recruited by a few colleges to play football. The United States Military Academy was one of the schools recruiting me. I was not familiar with West Point when they first contacted me, but I was open to exploring the schools that would help me accomplish my goals to play college football and to graduate with an engineering degree. When it came time to decide where I wanted to go to college, the United States Military Academy seemed like the right challenge that would allow me to play college football, earn an engineering degree and guarantee me a job after graduating. I did not know what I wanted to do after college, so serving in the Army seemed like a great way to learn how to lead people, gain new experiences and [give me] time to figure out what I wanted to do as a career.”

## Homecoming

“I have so many memorable experiences while serving. Many of them come from difficult and trying times while deployed in combat, or training exercises getting ready for a deployment. Returning home from deployments might be my most memorable experiences. I always had so much excitement to return and see family, friends and the show of support by the American people, which made a lasting impression on me. I also cherished my time working with soldiers in the platoons and units I was fortunate enough to get to serve in. The people in the military come from all walks of life, and it was never easy, but working and building cohesive and efficient teams will always carry a special and memorable place in my heart.”

## Keeping traditions alive

“I support the 1st Cavalry Division Association and the West Point Association of Graduates. I also try to attend at least one Army football game each year with my family.”

## A winning team

“The military helped me gain new perspective about life and dealing with adversity. I learned that things are never as bad as they may seem, nor are they as great as they may appear, which has helped me stay grounded and levelheaded during the many cyclical cycles of the oil and gas industry. I am thankful for the leadership opportunities I faced during my time in the Army. The military, especially during wartime deployments, allows you to be truly tested as a leader. I learned so much about leadership. My time in the service helped me better understand what works to motivate and pull people together as a team, and what it takes to win. Many of the lessons learned while leading troops in the Army translate into my role leading our U.S. land operations today.”

# Scott Livingston

President of Intervention and Stimulation Equipment, NOV, Houston

**U.S. Air Force**

## Dynamic environment

“While being open and interested in serving my country, I joined the Air Force to rapidly expand my horizons with large-scale advanced technology and place myself in a strong culture for leadership development. The military put me in a dynamic environment with a very diverse group of professionals operating in both small and large teams that expanded my horizons in strategic, high-performing and stressful environments with a global focus and experiences. Fundamentally, I know the military would force me to rapidly scale my skills and capabilities in how I led and supported teammates, and I would have outstanding mentors to guide me through the journey.”

## B-2 bomber program

“I was involved as part of the initial cadre in fielding the new B-2 Stealth Bomber strategic weapon system as it became operational. We arrived at Whiteman Air Force Base in 1994 as the first bomber was delivered, and by the time I left in 1997, we had fielded 20 of the total 21 operational bombers. I was involved in several global power missions to demonstrate the bomber’s capabilities. It was a privilege to lead a first-class group of support crew as we learned new technologies, ramped up a new weapon system to operational and built a team to vitalize the B-2 program.”

Prior to joining the oil and gas industry, Scott Livingston had both a strong interest in advanced technology and wanted a career path to rapidly develop and expand his leadership skills—something he knew would be valuable in his professional development. Joining the military allowed him to experience both of these things.

After earning his bachelor of science in industrial engineering, Livingston joined the Air Force in 1993, finishing as captain. Since leaving the military, he’s held several positions over his 21-year career at NOV Inc., rising from senior project manager to president of intervention and stimulation equipment.



Raised in College Station, Texas, Livingston now lives in Houston with his wife, Cresta, and together they have one daughter, Eden, who resides in Washington, D.C.

## Family efforts

“I’m proud to stay involved with the military and veterans through the outstanding veterans’ support organization I chair, other veterans’ organizations I support, and I am privileged to work for a great company that supports veterans in many ways. Additionally, my wife and I are directly involved in supporting the Archdiocese of the Military to support Catholic chaplains globally posted with our troops.

I’m motivated to continue supporting the military and veterans based on my own experiences, but also it’s very personal since my daughter is a 1st lieutenant in the U.S. Army Reserves and works for the government full time.”



**Years of Service:** Eight

**MOS:** Aircraft maintenance and munitions, program management

**Military Honors:** Meritorious Service Medal, David Packard Excellence in Acquisition Award, DOD level team award for new Joint STARS program

**Hobbies and Interests:** Faith, golfing, reading, traveling, arts and supporting veterans

## Adaptability

“I find that veterans are quickly able to adapt to both our technological aspects and the global and field culture of our businesses. Additionally, veterans have had to work with teams in challenging circumstances, and they possess the emotional intelligence to work with a diverse group of individuals.”



# Woody McOمبر

Vice President, Burns & McDonnell,  
Splendora, Texas  
**U.S. Coast Guard**

During his four years in the military, Woody McOمبر saw a lot that put his American freedoms into perspective. In the early 1990s, he spent time in the Caribbean Sea rescuing Haitian refugees, which made an impact on him at a young age, and it made him appreciate the freedoms he had in the U.S.

As vice president with Burns & McDonnell, McOمبر lives in Splendora, Texas, a small town northeast of Houston, with his wife of 33 years. Together they have four children and one grandchild.



**Years of Service:** Four

**MOS:** Electrician's mate

**Military Honors:** Joint Meritorious Unit Commendation Ribbon with Gold Star, Humanitarian Service Medal, Coast Guard Rifle Expert Medal, Pistol Marksman Ribbon, Coast Guard Sea Service Ribbon, Special Operation Service Ribbon, Bicentennial Unit Commendation Ribbon, National Defense Service Medal, First Coast Guard Good Conduct Award

**Hobbies and Interests:** Hunting, fishing and ranching

## Drawn to the coast

"My family has a long history of military service. With my first attempt at college going poorly, I decided I needed more structure in my life. That structure came in the form of the Coast Guard, as I felt drawn to their mission and I wanted to be close to the coast."

## Newfound appreciation

"From November 1990 to August 1992, I served aboard the USCGC *Forward*, which fell during a time of political unrest in Haiti. Several of our Caribbean patrols were spent rescuing Haitians from small, crowded boats who had set out to reach American shores. On our patrols, we would intercept those refugees, bring them aboard the cutter, feed them and then take them to the Navy base in Cuba for processing. As a young person, seeing the life these people were fleeing from really taught me to appreciate the opportunities we have as Americans."

## Mature workforce

"Veterans entering the industry as recent college graduates bring a maturity that isn't seen in other recent graduates. They tend to have a stronger work ethic and a better ability to work in a team environment. They bring a 'do what it takes to get the job done' attitude that is very valuable in the workplace."

## Learning to lead

"I learned many lessons while serving in the military that have helped me throughout my professional career. My years of service taught me attention to detail, which is an essential attribute of a design engineer; how to stay calm in high-pressure situations, which helped me succeed as a project manager; and how to lead a diverse team of people, which is critical in my current role as a vice president."

## Caring for the community

"I am currently on the board of directors for a charity in my community, the Community Assistance Center of Montgomery County. This organization helps people in Montgomery County, Texas, who have fallen on hard times. Our Basic Needs Crisis Intervention service has a significant impact on veterans as we assist with mortgage/rental assistance, emergency shelter vouchers, utility assistance, food and clothing, homeless care kits, transportation vouchers and prescription assistance, along with information and referral services."

# K. Knox "Lighthouse" Nunnally

Partner, Ware, Jackson, Lee, O'Neill, Smith & Barrow LLP, Houston

**U.S. Marines**

## Honoring traditions

"I now realize how young my Marines and I were when we were given automatic weapons, the authorization to drop bombs from aircraft and cut loose to accomplish the difficult mission of fighting a counter-insurgency in a country where we neither knew the local language nor truly understood the local culture.

I remember my platoon escorting General (later Secretary) Mattis into downtown Fallujah for a meeting with a former Iraq General that was running Fallujah while we controlled the area outside. While briefing the general, one of the Marines in my security detail snuck up behind the general and sprayed a cheap-Iraqi cologne, known as 'Full Metal Jacket' on the general's backside. The cologne and special ritual of spraying it on Marines going outside the wire on dangerous missions for protection was a sacred ritual of this unit. To this day, I wonder if Secretary Mattis knows that he was honored with being included in this tradition."

## Heroics

"I have always loved history, and my heroes have always been soldiers. Maybe I watched too many John Wayne movies or read too much Kipling or Churchill as a kid, but I was drawn to the military very early on. This draw combined with a desire to serve my country and challenge myself personally drew me to the Naval Academy, the Marines and finally to the Infantry."

## Charity work

"I have stayed involved through supporting veteran and military-related charities both locally in my community and nationally. Locally, I recently chaired two fundraisers for the Marine Corps Scholarship Foundation, which raised over \$2 million, I serve as a captain on the Houston Livestock and Rodeo Armed Forces Day Committee, and I chair a local USMC social club called the Tom T. Waugh Society. Nationally, I am a former board member of the Travis Manion Foundation, a former board member of Vets for Freedom, and I am currently a board member of the Bar X. Project."

## Tactical and strategic

"I learned to cope with pressure and to have confidence in my own abilities. Much of being a trial lawyer is coping with the pressure generated by the drive to serve your client and achieve the best success you can under the limitations of the law and the facts. You must be able to make tactical and strategic decisions and deal with the consequences that arise from them quickly and effectively. Leading a small unit in combat and specifically on hundreds of patrols and missions where any mistake or error in judgment by the leader could result in the deaths of either Marines or innocent civilians developed in me both a confidence in my own talents and an ability to deal with pressure that has assisted me enormously in my legal career."

Raised on stories of the military and of America's warrior heroes, Knox knew early on that he wanted to serve his country. The desire to join the military drove him to attend the U.S. Naval Academy, where he earned his bachelor of science in political science and a commission in the Marine Corps.

Following graduation, Knox served for five years on active duty as a Marine infantry officer and light armored reconnaissance officer. He completed three combat deployments to Iraq and in 2006 left active duty to attend law school at the University of Texas. Knox graduated from law school in 2009, and he now practices civil litigation focusing on commercial disputes that primarily involve the oil and gas industry.

Living in Houston with his wife, Cara, and his sons, Dillon and Rowan, Nunnally is a partner with Ware, Jackson, Lee, O'Neill, Smith & Barrow LLP.



**Years of Service:** Five years active

**MOS:** 0302, 0303

**Military Honors:** Bronze Star with Combat V, Purple Heart, two Navy and Marine Corps Achievement Medals with Combat Vs, Iraq Campaign Medal with four stars

**Hobbies and Interests:** Playing with my boys, bird hunting, sporting dogs and collecting antique toy soldiers

# Steve Raben

Senior Consultant, Preng & Associates, Austin  
U.S. Army

During the Vietnam War, Steve Raben joined the military as a military intelligence officer for the U.S. Army, where he served in combat zones, and he continues to support several veterans' recovery organizations. In his time in the Army, he learned several important life skills that he has applied to his career, including challenge evaluation, quick thinking and always having a backup plan.

Raben earned his bachelor's degree in business administration, economics and business from Southwestern University and received his master's degree in economics from the University of Texas. From there, he served as a partner at Barton Raben Inc., Korn Ferry International, Ray & Berndtson, and Russell Reynolds Associates. He currently serves as a senior consultant with Preng & Associates.

Raben lives in Austin, Texas, with his wife, Patti, and together they have three children, Jeff, Shannon and Catherine.



**Years of Service:** 3.5 years active, 13 years active reserve, 3.5 years inactive reserve

**MOS:** 11A, 35D, 35E, 35F

**Military Honors:** Combat Infantryman's Badge, Bronze Star, Purple Heart, Air Medal, Army Commendation Medal, Reserve Officers Commendation Medal, National Defense Service Medal, Vietnam Campaign Medal (three stars), Vietnamese Gallantry Cross with palm, Vietnam Service Medal, Vietnamese Presidential Unit Citation, Vietnamese Presidential Cross Unit Citation with palm

**Hobbies and Interests:** Bird hunting, sporting clays shooting, fly-fishing, reading military history, spy novels and portfolio financial information

## Ambitions

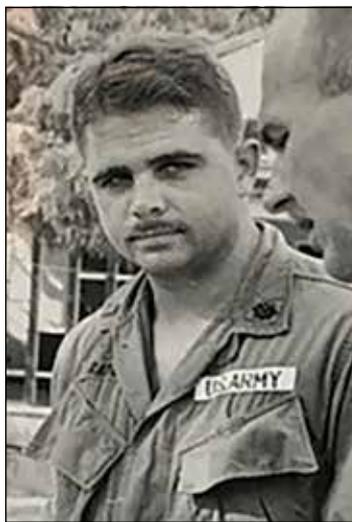
"[I joined the Army because] I wanted to earn an officers commission [and] serve in a combat zone as an intelligence officer assigned to a classified operation."

## Assuming command

"After four and a half months as a staff intelligence adviser to a Vietnamese Division, [I] was offered and volunteered for the Classified Phoenix Program. After a two and a half week trial, [I] was attached to Special Forces A-Team #351, Due Hue district, Hau Nghia Province [and] assumed command of their Provincial Reconnaissance Unit and (two) five-man Agent Nets. [I] was succeeded to the CIA Phoenix Program for the relevant area adjacent to the Cambodian border. Sharing information with other regional Phoenix and Special Forces teams, we collectively forecasted a major offensive to commence at the end of the 1968 TET Lunar New Year. Our forecast was 27 days late."

## Supportive

"As a retired officer, I financially support the following: Vietnam Veterans Foundation, Third Option Foundation and the Special Operations Warrior Foundation."



## Always one step ahead

"[I learned] in time available research and [how to] think through the project; evaluate challenges/threats; assess ability to complete the mission; form a contingency plan; apply resources to the highest and best use; [and] conduct a post project/mission evaluation and learn from the experience."

## Resilient in nature

"[Veterans bring] a commitment to service, creativity and the willingness to assume responsibility [to the oil and gas industry]."

## Flying high

"I wanted more than anything else to be a Navy pilot when I was in high school. I had watched 'Top Gun' and could think of nothing more exhilarating than flying every day as a job. I researched and decided that attending the United States Naval Academy would be the best way for me to achieve my goal. I worked hard in high school and was fortunate enough to receive an appointment to Annapolis where I was able to receive a bachelor of science degree and earn a billet as a naval aviator."

### Aviation crew

"My most memorable experiences in the armed forces came from my service in my aviation squadron. I was able to work alongside a talented group of individuals deployed in various hot spots in the Middle East and Asia flying daily missions to support the United States geopolitical interests. You cannot quantify the satisfaction gained by having your fellow pilots and aircrew put their life in your hands on a daily basis."

### 1836 Veterans

"I try to stay actively involved in the veterans' community here in Houston and within the energy industry. In 2017 a dear friend of mine started an initiative called 1836 Veterans and asked me to be one of the 50 'Plankowners' to financially support and provide leadership, advice and commercial guidance to veterans in Houston that were looking to start a small business. 1836 is a non-profit organization. Its mission is to support military veterans by matching them with the execution resources that they need to build and operate businesses. The guiding thesis of 1836 is that military veterans create a significant, sustainable competitive advantage in business and particularly in young, dynamic companies."

### Achieving success

"I learned at an early stage in my military career that to succeed you needed to work together as a team to achieve the mission objective. I was fortunate to serve as both a leader and a subordinate in a variety of different environments with a diverse set of teammates. This has been very beneficial to me throughout my career in the energy industry as I have been able to leverage my experience to successfully work with a variety of different cross-functional teams made up of diverse individuals and disciplines.

As a pilot, I was also able to learn about exercising compartmentalization techniques to focus on specific tasks without letting outside forces and thoughts come into play. This has been very helpful during my career in energy trading and origination as I have been able to focus on executing specific transactions without letting the stress of external market movements or prices affect my judgement or the transaction."

# Frank Verducci, Jr.

Global Head of Financial Sponsor Origination, Commodities, bp, Houston

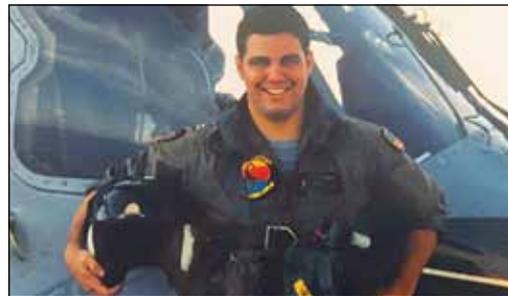
U.S. Navy

As someone who has served as both a subordinate and a leader in his 10 years in the Navy, Frank Verducci, Jr. knows from both perspectives what makes a good leader. Once he left the military, he has been able to apply what he learned about leadership to his corporate jobs.

After receiving his bachelor of science degree in economics from the U.S. Naval Academy, Frank served as a naval aviator as well as a naval aide to former president George W. Bush. He later earned a master of business administration in finance and strategy from the University of Chicago, and then he took positions with RBC Capital Markets and bp.

He currently serves as the global head of financial sponsor origination within the commodities group at bp.

Originally from Colonia, N.J., Verducci now lives in Houston with his wife, Erin, and their children, Jack and Nick.



# Patrick Watrin

Senior Vice President of Operations, XRI Holdings,  
Midland, Texas

**U.S. Air Force**

When it came to choosing his career path, Patrick Watrin wanted to choose something that would be an investment in his development. With the Air Force, he found that as well as an opportunity to ensure “life, freedom and opportunity” for future generations in the U.S.

After he completed his service within the U.S. Air Force, Watrin found work in several managerial positions with OER, Warrior Energy Services and DSI Thru Tubing before joining XRI Holdings and rising through the ranks within the company. He currently serves as senior vice president of operations with XRI Holdings.

Originally from Roswell, N.M., Watrin now lives in Midland, Texas, with his wife, two sons and daughter.



**Years of Service:** Four

**MOS:** 3PO51, Security Forces

**Military Honors:** USAF, three years National Call to Service Airman, Security Forces, Close Quarter Combat Instructor, Base Rave for Special Assignment Aircraft

**Hobbies and Interests:** Coaching my children’s sports teams, golfing, working on cars and traveling with family



## Future investment

“I felt compelled to do something meaningful. The men and women who served before me all sacrificed to give me life, freedom, opportunity. I was driven to provide the same to future generations. The military provided me with an advanced education and a job doing something that was incredible for someone my age. They want to invest in my development. I wanted to be part of an organization that wanted to invest in me and give me an opportunity to succeed.”

## Lifelong friends

“My greatest memories are the brotherhood and comradery that were built through difficult situations with the men and women alongside me. I established relationships with complete strangers that were forged by intense training and operations.”

## Fitting in

“Veterans in the oil field bring an increased sense of responsibility, respect and honesty that is hard to find in this day and age. Veterans conform to a structure and understand that safety is an integral part of how an operation becomes successful. Veterans come from all walks of life but know how to immediately fit into an organization due to a vast array of skills provided by armed forces.”

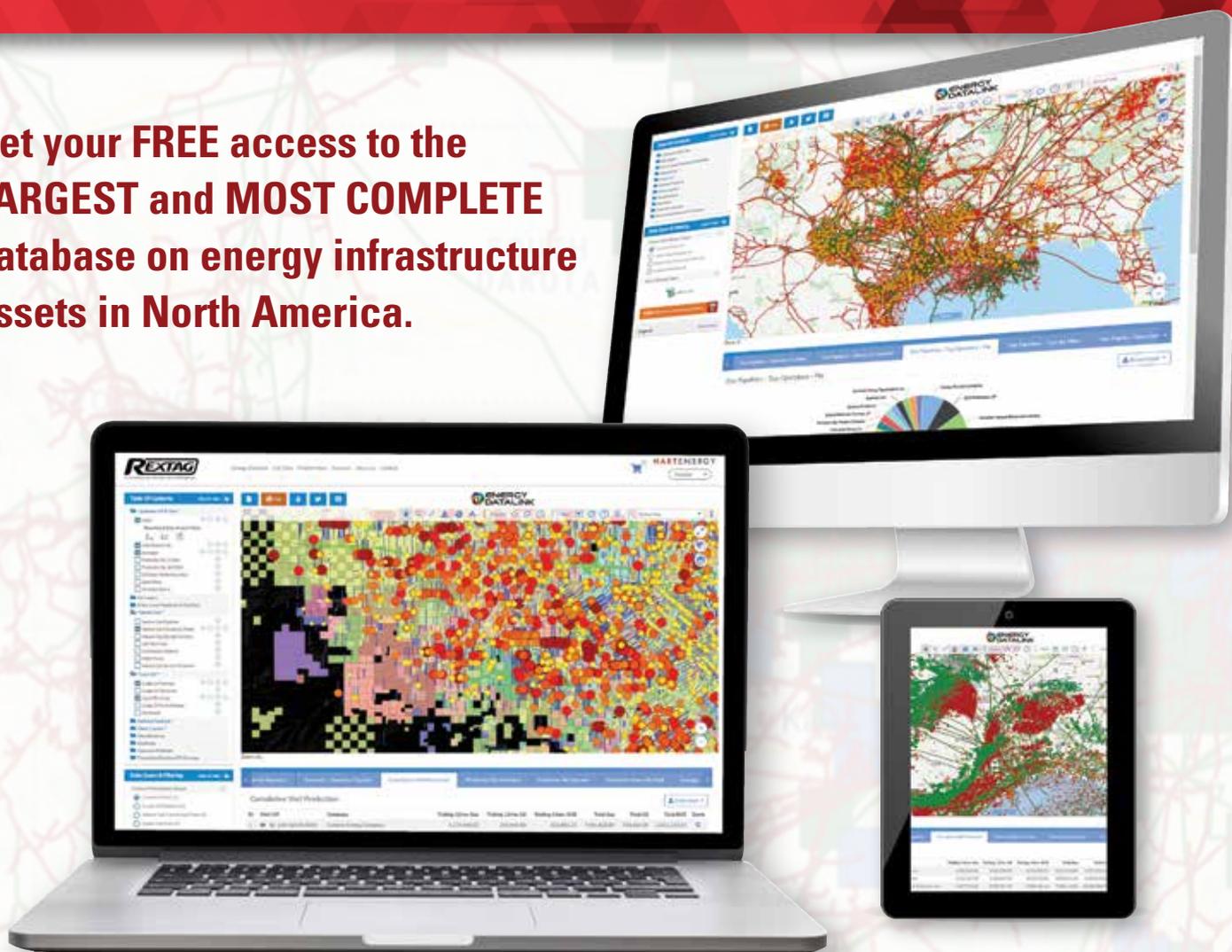


## Unique traits

“The military has instilled a number of traits including discipline, consistency, ethics and respect. It taught me to bring a sense of resourcefulness, boldness and leadership not seen in employees with civilian backgrounds. It gave me the opportunity to learn to care for others when I was younger and carry the lifelong lesson of caring about others through to the rest of my career.”

# HERE'S YOUR **SECRET** WEAPON

Get your **FREE** access to the **LARGEST** and **MOST COMPLETE** database on energy infrastructure assets in North America.



*Energy DataLink is the industry standard for accurate, up-to-date energy information and GIS data on energy infrastructure.*

## **INCLUDES:**

- Well Production & Completion Data
- Midstream and Downstream Data
- Visual Mapping
- and more!

**HART**ENERGY

Sign Up for  
**FREE** Access Today:

[HartEnergy.com/datalink](http://HartEnergy.com/datalink)

A man with short brown hair and a light beard, wearing clear safety glasses and a blue work jacket over a patterned shirt, is sitting at a desk in a control room. He is looking at a computer monitor that displays a technical graph with a red line and a green line. The background shows a modern office environment with large windows and other equipment. The overall scene is brightly lit with natural light from the windows.

**Schlumberger**

# SEE WHERE YOUR SKILLS CAN TAKE YOU NEXT.

We're Schlumberger, the world's leading provider of technology and services to the energy industry. We're looking for the next generation of innovators to join us in shaping the future of energy. If you want to discover what you can really do then visit [careers.slb.com](https://careers.slb.com).

**DARE TO DISCOVER.**

Schlumberger is an equal employment opportunity employer. Qualified applicants are considered without regard to race, color, religion, sex, national origin, age, disability, status as a protected veteran or other characteristics protected by law. Copyright © 2022 Schlumberger. All rights reserved.