

HEARTS IN THE DEAL

These young professionals are in the vanguard of A&D deal making today.

ARTICLE BY CAROLINE EVANS, EMILY MOSER and ERIN PEDIGO

ILLUSTRATION BY ROBERT PIZZO

The U.S. shale boom that is moving the country closer toward energy independence has also recently sent the M&A market through a rollercoaster-like period of upstream transactions. That's where the deal makers—the trusted guides who get deals done—step into the picture.

Oil and Gas Investor is proud to present in this issue its first Twenty Under 40 in A&D. Previously, we have recognized Twenty Under 40 in E&P and Energy Finance. This time around, we honor a group of young professionals who, despite their ages, are viewed by their peers as experts in deal making in the constantly evolving M&A market of oil and gas.

From landmen to advisers to analysts to E&P executives to attorneys, these individuals have built strong relationships throughout the industry. While balancing family and work responsibilities, they have grown their businesses by negotiating transactions, evaluating properties, drafting and arranging contracts and identifying opportunities on the buy- and sellside.

These 20 young professionals have maneuvered the twists and turns of the market and gotten deals done. Congratulations to all.

—The Editors

twenty
UNDER
40
IN A&D

KYLE BEAM, 30

Vice President Engineering & Business Development
MBI Oil & Gas, Denver

Effectively managed the start-up of MBI's A&D efforts, beginning in 2012. With the successful closing of the initial 10 deals under his belt, he then assembled MBI's A&D technical team with a focus to deploy \$1 billion in capital over a three-year period.

Prior to joining MBI, worked at Encana's Denver office where discipline rotations rounded out his petroleum engineering experience, leading to a role in asset management.

"I was attracted to a big picture role because you have to understand inputs from

each professional group on a team. You can't value an entire asset without understanding all the pieces in place."

Earned a BS in petroleum engineering from the Colorado School of Mines and is a licensed petroleum engineer.

Accomplishments: Evaluated over 100 assets in the past two to three years ranging up to \$400 million, mostly in the Williston Basin. Led the divestment of MBI's nonoperated acreage followed by the acquisition of an operated position in the Powder River Basin.

"I came on board as a one-man shop and was given the opportunity to grow my team with support of MBI management and Jim Arthaud. With MBI's long history of industry experience and connections, coupled with

strong financial partners, we're taking next steps into an operated position along with continued A&D efforts." Through his A&D efforts, a strong relationship has been built with a private-equity firm, which formed a business around MBI's divestments.

Advice to young professionals: "There was a clear thing that helped me get to where I am and something I still utilize—take on as much as you can and don't be quick to say 'no.' You might find yourself in positions where you are working on something that doesn't fit your role, but you will learn so much."

Goals: "To strike while the iron is hot and improve on efficiencies to keep up with deal flow."



Kyle Beam



Kyle Bennett

KYLE BENNETT, 26

Investment Banking Associate
Natural Resources Group
Deutsche Bank, Houston

Joined Deutsche Bank in July to help expand the firm's presence in upstream oil and gas. Has four years of experience working in energy finance and has spent the past two years focused on the U.S. A&D market.

Before joining DB, worked as an A&D analyst at Citigroup and at RBC Richardson Barr. Began career in corporate banking as an analyst for Iberiabank, where he underwrote oil and gas reserve-based loans.



RPizzzo

"I'm not oil and gas by heritage and I happened into the oil patch. I came out of school right in the middle of the financial crisis, and I didn't know exactly what I wanted to do. Fortunately, it was also the middle of the shale revolution and oil and gas offered great opportunities."

Holds a BBA in accounting and BA in public policy from Southern Methodist University and is a member of Young Professionals in Energy.

Accomplishments: Has been involved with E&P transactions totaling more than \$5 billion, including the sale of assets for both public and private companies, corporate M&A, joint ventures, buy-side advisory, general advisory and fairness opinions.

"I feel privileged to be working with some really great people in the most fascinating industry in the world."

On the rise of private equity: "There seems to be growing appetite for nontraditional structures to enhance deal sourcing—buying nonop assets, buying higher-risk assets, teaming up with both public and private companies using various joint venture structures and backing of young management teams. There's more than \$70 billion in private equity out there chasing deals—it's hard to talk about A&D right now without looking at what private equity is doing."

Goals: Hit the ground running at Deutsche Bank, but for the long term—"I want to stay involved in this industry and have a long, successful career in oil and gas."

B.J. BRANDENBERGER, 31

Vice President
Energy Spectrum Advisors, Dallas

Worked his way up to his current role at the firm through dedication and strong work ethic.

"I started from the ground floor in the investment banking group at Energy Spectrum nine years ago and completely immersed myself in the business. I quickly learned that we're in an industry that is not only dynamic but one that creates a seemingly endless number of opportunities. This being said, I feel like one of the most important accomplishments for me so far in my professional career is that I've been able to create my own opportunities instead of waiting for opportunities to find me."

Holds a BBA in finance with high honors from the University of Texas in Arlington, where he also played NCAA Division I baseball. Member of IPAA and regional ADAM groups.

Accomplishments: Has been involved with



B.J. Brandenberger

the origination and/or execution of more than \$2.5 billion in upstream divestitures, M&A and financing transactions across multiple basins. In addition to several large transactions, a recent conventional oil deal in Texas proved to be one of his more memorable and rewarding mandates.

"This was a private company that has owned and operated its assets for over 25 years. They had a tremendous producing asset, but it was located in a relatively unknown area and they had very limited data. We pieced things together and eventually sold their assets at a valuation well beyond their expectations. A couple of those guys had worked their entire careers to get to that point. That's what this business is all about."

On the baseball takeaway: How to handle adversity: "In everything you do you are going to face adversity at some point. How you handle it defines your character. You can let it get the best of you, or you can learn from it and move forward."

Goals: First and foremost, to be the best husband and father he can be for his wife and three children, including newborn twins. Secondly, to "grow the business at our firm and continue to be a student of the industry, because if you don't keep up with or stay ahead of changing times, you will get left in the dust."

J. PATRICK COLLINS, 34

President, CEO, Co-founder
Cortez Resources, Dallas

Began his career as a landman for several companies including Collins and Young LLC. Knew he wanted to be an entrepreneur in the industry and landed the opportunity to launch a company with his partner after working at Parkman Whaling LLC.

"It was everything from having the right partners to timing that allowed me to go



J. Patrick Collins

from being a landman to a principal in a company."

Holds an MBA from the Acton School of Business and BA with honors from Columbia University. Active member of IPAA, Dallas Producers Club, the ADAM Energy Forum and the Dallas Chapter of Young Professionals in Energy.

Accomplishments: As an early entrant in the Eagle Ford Shale, led his team to acquire and sell more than 20,000 acres in the play for proceeds of more than \$100 million, which included selling Penn Virginia Corp. its initial Eagle Ford

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acreage. Also sold 44,000 net acres in the Tuscaloosa Marine Shale to Halcón Resources Corp. last year. He and his team have additionally put together positions in the Permian Basin, Texas Panhandle, Haynesville Shale and Mississippi Lime plays.

He is most honored to build a company with a great partner and team. "I'm just proud of the culture and the group of people we have and getting to work with them—I think that is an accomplishment in itself."

On supporting the arts: Trustee of the Dallas Museum of Art and the Fort Worth Museum of Art. Also involved with the Nasher Sculpture Center and the Dia Art Foundation. "I can say my second passion in life is being involved with the arts both by supporting nonprofit organizations and young artists who are building their careers."



Matthew Cooper

Goals: Keep growing the company into a sustainable and long-lasting business. "I've been really lucky to be where I am and I hope to continue to do it for the long term." Personally, looks forward to growing his family with his wife, Lindsey.

MATTHEW COOPER, 30

A&D/Landman
Finley Resources Inc., Fort Worth

Has worked in land and A&D for the past eight years. Played an active role in the acquisition of more than \$200 million in producing properties early in his career at Finley. Aided with closing and digesting the properties, which included about 500 wells across seven states. Currently oversees a project in the Uinta Basin and special projects.

Holds BBA in managerial finance from the University of Mississippi. Expects to complete JD degree from Texas A&M University School of Law later this year.

Member of the American Association of Petroleum Landmen. Serves on fundraising committees for the Boys and Girls Club of Fort Worth and active with the Cystic Fibrosis Foundation. "My wife's best friend was diagnosed with cystic fibrosis late in life. Since then, we've been involved in fundraising and events."

Accomplishments: Put together a large acreage position in West Texas through several acquisitions, farm-ins and development agreements, mostly with major oil companies.

"We started small and ended up putting 15,000 acres together. We've drilled 60 wells and produced over 1 million barrels of oil."

On rising acreage valuations: "We're starting to see companies value acreage based on formation. If there are multiple pay zones in the same acreage, they might value as if it were twice as many acres."



Lance Dardis

Keys to success: "Honesty and loyalty are the two most important things in this business. The industry is small in terms of relationships, and having a good reputation is extremely valuable."

Goals: "Finishing law school is the immediate goal. Over time, I would like to play a larger role in managing and directing the focus of the company."

LANCE DARDIS, 39

Senior Managing Director
Evercore Partners, Houston

Helped build Evercore's oil and gas A&D advisory business. Most recently served as director at Scotia Waterous where he was primarily involved with A&D for E&P clients.

Began his career at PricewaterhouseCoopers and then Ocean Energy where he gained experience in the oil and gas industry. Landed on the A&D side after graduating from business school, and stayed because of the people and transactional environment.

Holds an MBA from the University of Texas at Austin and a BS in accounting from Louisiana State University.

Accomplishments: Advised companies such as Linn Energy LLC, Encana Corp., Hibernia Resources LLC, Midstates Petroleum Co. Inc., EP Energy LLC, Panther Energy Co. LLC, Cabot Oil & Gas Corp. and Carrizo Oil & Gas Inc., among others, on transactions involving more than \$12 billion worth of oil and gas assets.

Above all else, considers working alongside his colleagues at Evercore as one of his biggest achievements. "Something that I'm the most proud of is helping to build a high-quality team at Evercore over a short period of time."

On the most satisfying part of his job: "Larger public company transactions are very well received in the market, but, from a per-



G. Kurt Dettinger

sonal standpoint, oftentimes working with entrepreneurs as they find a way to successfully sell the company they built is more rewarding."

A word to the wise: "Work hard, work with good people and find your niche."

Goals: Focus on family at home and maintain a strong team at Evercore. "The No. 1 thing right now is to keep the team together and to continue working with good people. It's one thing to build it. It's another to keep it together."

G. KURT DETTINGER, 39

Member, Steptoe & Johnson PLLC
Charleston, West Virginia

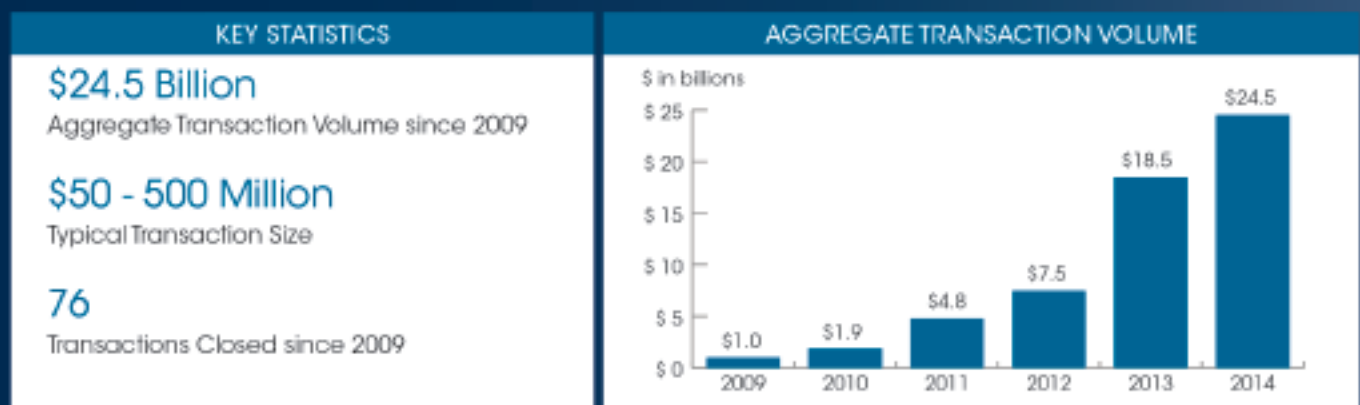
The "twists and turns" of helping his energy clients negotiate, document and close transactions appeal to "businessman turned lawyer" Dettinger. He works with Fortune 500 companies, international and regional banking firms and energy companies, and common to all these businesses is "the adrenaline of the deal."

Steptoe & Johnson has seen steady acquisitions in the Utica and numerous acreage swaps in the Marcellus. There is also heavy activity in the Denver-Julesburg Basin and the Niobrara. Dettinger is growing the in-bound, international transactions by working with South American companies interested in U.S. shales. The companies are seeking investment opportunities with lower geopolitical risks.

Accomplishments: Holds a law degree from West Virginia University and a bachelor's in business administration from Marshall University. Served as general counsel for Gov. Earl Ray Tomblin and is a trustee and chairman of the Legal Committee of the West Virginia Investment Management Board. Member of the Energy & Mineral Law Foundation; the West Virginia Society of Certified

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Lead Book-Running Manager	Co-Manager	Co-Manager	Co-Manager	Co-Manager	Co-Manager	Co-Manager
\$41 MILLION	\$515 MILLION	\$300 MILLION	\$449 MILLION	\$704 MILLION	\$2.4 BILLION	\$349 MILLION
						
ACQUIRED ASSETS FROM	FOLLOW-ON OFFERING	SENIOR NOTE OFFERING	INITIAL PUBLIC OFFERING	INITIAL PUBLIC OFFERING	M&A SPIN-OUT	FOLLOW-ON OFFERING
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Jeremy Griggs

Public Accountants; and the West Virginia State Bar. Authored legislation, introduced by Tomblin, related to West Virginia drilling and mining safety.

Career advice: For lawyers, said a key skill “is the ability to appropriately triage problems and understand each issue’s relative significance from a client risk perspective and treat it appropriately.”

twenty UNDER 40 IN A&D

For young professionals in the industry, he said “find every opportunity to work on a transaction. Vice presidents would welcome the help, and working in the middle of deal, with strategy unfolding, helps you develop judgment and vision for A & D work. The more repetition, the better.”

He noted that “the industry is doing a good job recognizing the need to invest in the next generation.”

JEREMY GRIGGS, 34

Director, Investment Banking
Energy & Power
Lazard Frères & Co. LLC, Houston

Joined Lazard in 2012. Handles M&A and A&D while leading the upstream oil and gas team’s technical evaluations. The team acts as the global center for the firm’s E&P and OFS M&A/A&D advisory practice and handles projects in the Americas, Europe and Asia-Pacific.

Company cultivates long-term relationships with industry clients. Griggs has en-

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Steve Hanks

joyed “the pace of activity and the global reach” of investment banking. Previously worked at Devon Energy Corp., and has been an investment banker for four years.

Career advice: Maintain “a set of goals that cover a variety of time spans, from near- to long-term.”

Accomplishments: Holds bachelor’s and master’s degrees in petroleum engineering from Louisiana State University, which he attended as an undergraduate on an academic scholarship. Past president of the Graduate Student Association. Member of the Society of Petroleum Engineers and the Association of International Petroleum Negotiators; associate member of the American Association of Petroleum Geologists.

STEVE HANKS, 29

General Manager of Finance & Accounting
GeoSouthern Energy Corp., The Woodlands, Texas

Joined GeoSouthern in early 2011 from Stephens Inc., where he had worked since 2008. At Stephens, worked on the mezzanine debt and subsequent private-equity financings for GeoSouthern’s rapidly expanding Eagle Ford Shale development. First got into the industry through summer internships with Stallion Oilfield Services during college. “After spending time in the field, I was really interested in the business.” Holds bachelor’s degree in finance and economics from SMU.

Accomplishments: During GeoSouthern’s \$6 billion sale to Devon in 2013, his role was “to grow and oversee the finance, treasury and accounting aspects of the business.” Has participated in five other major transactions for GeoSouthern: \$1.2 billion in senior debt financing, \$300 million in private-equity financing, \$125 million in mezzanine debt fi-



Zach Hart

nancing and an \$80 million acquisition of working interests from Petrohawk. Co-presented “Valuing the Deal” at TSCPA Oil & Gas Institute conference in July.

On young leadership: “Don’t let age be an excuse for not taking initiative or not being a leader. Obviously, it’s a little unnatural managing people who are older than you, but leading by example is very important.”

Goals: Become CFO of a private-equity-sponsored or public E&P.

ZACH HART, 33

Vice President of Business
Development
Indigo Minerals LLC, Houston

Triathlete who feels “there’s a great sense of accomplishment when you exceed a mark,” whether in a race or in business. Holds an MBA from Jones School at Rice University and a degree in petroleum engineering from the University of Texas at Austin. “The ability to move quickly and efficiently” is equally important in both business and athletics.

Accomplishments: Indigo is busy making acquisitions in the Cotton Valley trend, where it has built a 140,000-acre position and is “drilling horizontal wells with very good rates of return.”

On learning on the job: For young professionals across the industry, “learn as much as possible. Take every opportunity to learn something new.” For young professionals in A&D, “you must understand the business, finance and operations side,” and “focus on how to find assets that fit the company’s strategic vision.”

Goals: Indigo will continue to focus on “underinvested Cotton Valley assets” for its remaining deals this year. Domestically,



Andrew Long

“conventional assets are being ignored” in favor of unconventional ones, which creates “huge opportunity.” Personally, he would like to eventually build and run an E&P company.

ANDREW LONG, 26

Business Development Analyst, A&D, J-W Operating Co., Dallas

Current Young Professionals in Energy—Dallas chapter president who started at J-W Operating when he was 19. Briefly worked in the geology group but returned to business development. Now acts as business development analyst for A&D at a time when the privately owned, 50-year-old company is “really focused on growth,” adding more production and more wells. Holds an MBA from Texas A&M University and a bachelor’s degree in management in natural sciences and mathematics from the University of Texas at Dallas.

Accomplishments: In July, named “the person you need to know in the oil and natural gas industry for 2014” by *D CEO* magazine for its October issue. JW’s potential acquisitions are in the Ark-La-Tex region. The region “has good, stable production, long life and low decline.” It’s “a historically good area to drill” and the company has no plans to quit it. Played NCAA soccer as an undergraduate. Later coached Top Talent soccer for the Dallas Sting. As president of the Dallas YPE chapter, emphasizes education and a new mentoring program, “which none of the other YPE chapters have.” Dallas YPE and SMU partner for a lunch-and-learn series and special lectures.

On the industry’s future: Favors the idea of an industry-focused scholarship fund for young people, to give them “their goals of being in the industry. It’s our future membership.”

Goals: Professionally, “Make sure we keep



Nicole Martinet

growing.” Personally, “I want to stay in A&D and make a career out of it.”

NICOLE MARTINET, 37

Vice President, Associate General Counsel PDC Energy Inc., Denver

As a teenager, moved to Utah from British Columbia. In 2011, joined PDC, which recently transitioned to a focus on liquids. Graduated in the top 4% of her class at the University of Denver Sturm College of Law. Holds bachelor’s degree in economics, French and Francophone studies from Santa Clara University.

Accomplishments: Has advised on 20-plus deals, including a \$330 million acquisition of 35,000 net Wattenberg acres from Merit Energy and \$200 million divestiture of various gas assets to Caerus.

On PDC’s merit-based corporate culture: “I try to surround myself with the best and the brightest. If you’re willing to work hard, the opportunities are limitless, and we’re very much a group of people who value contribution and the opinions of everybody at the table.”

Goals: “To surround myself with incredible people, contribute as much value as possible, and have some fun.”

ALEX NIEBRUEGGE, 31

Associate Winston & Strawn LLP, Houston

Lived and worked in Tokyo for 18 months, advising a major trading house on a project at the center of which was an LNG tolling agreement with a U.S. export facility on the Gulf Coast. Japan’s need for LNG has increased since the 2011 tsunami, and since “everybody needs energy,” the global market



Alex Niebruegge

for LNG will continue to be significant.

In Winston & Strawn’s oil and gas practice, has worked with large and small E&Ps and private financiers. All of them “want advisers who offer practical solutions and assess the risks.” Transactional law’s function for the oil and gas industry is in “greater demand” right now, “given the dramatic increase in domestic production and the associated increase in A&D activity.”

Accomplishments: Has JD from the University of Chicago and a bachelor’s from New York University. Clerked for the Hon. Nancy F. Atlas in Federal District Court for the Southern District of Texas.

On living abroad: “Living in Japan was amazing and rewarding. It’s a spectacular country and a spectacular culture.”

Goals: To build up his knowledge and experience on industry transactional matters, but also to devote time to his family—“balancing that is important to me.”

Career advice: “It’s crucial to find a mentor who is really going to get you involved in projects.” Also, work outside your comfort zone. “It’s critical to make yourself stand out in a crowded field and part of that is that you have to be receptive to new opportunities and embrace them for what they are.”

CHRISTOPHER PAULSEN, 37

Vice President, Business Development Pioneer Natural Resources, Irving, Texas

Began career as a cash management specialist with AT&T/SBC Communications, but joined Pioneer as an equity/marketing analyst three years later. Has held various positions throughout the company over 13 years, in-

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cluding investor relations manager and Barnett Shale subsurface manager. Holds a BBA from Baylor University and MBA from University of Texas at Austin.

Accomplishments: Manages A&D at Pioneer, including more than \$2.5 billion in divestitures over the past two years. "I have had to rely heavily on the patience and collective knowledge of my staff to get those deals across the finish line. The team is exceptional." Jointly negotiated Pioneer's \$1.7 billion Wolfcamp joint venture with Sinochem. "We found a company with a similar cultural fit to Pioneer looking for the right U.S. entry opportunity. The deal enabled Pioneer to hold acreage that otherwise would have been at risk for expiration and accelerate delineation of our northern Permian assets. At the same time, it gave Sinochem a significant presence in one of the premier oil provinces in the U.S."

On flexibility: "Regarding the A&D role, I have found it important to appreciate the other party's perspective in establishing more expansive value proposition for both parties. My career has seemed to follow suit, taking some unconventional paths for a



Chris Paulsen

finance guy in an effort to gain a full industry perspective. I give a lot of credit to Pioneer for providing the opportunities that were probably beyond my resume and formal skill set at the time."

Goals: "To translate the breadth of my industry knowledge into a far greater depth. It is one thing to be conversant, it is another to be insightful and appreciate what you don't know. I am all too often reminded of this."

REBECCA R. SEIDL, 27

Associate
Thompson & Knight LLP, Houston

Began law school when she was only 19 and now represents natural resource companies in a variety of transactional matters, including acquisitions, dispositions and



Rebecca Seidl

Accomplishments: Currently helping a client on a gas supply agreement and terminal services agreement related to a liquefaction terminal, allowing for export of LNG to non-FTA countries. "It's a big deal for our client to be able to do this, because the regulations are still evolving." Has presented to numerous organizations, including the Houston Energy Finance Group, the Houston Bar Association and the Rocky Mountain Mineral Law Institute.

On choosing a mentor: "Seek out a mentor who has more experience, but is also more than just a cheerleader. There are a lot of people who will provide encouragement along the way but won't actually make things happen to assist you in your career. So find a mentor who is supportive of your career and who is willing to get their hands dirty and help you along the way."

Goals: Aspires to make partner at Thompson & Knight and to "continue progressing in the complexity of the matters that I'm working on, and to provide great service to our clients. I want to be recognized as being reliable, dependable and as someone who provides excellent service."

MOHIT SINGH, 37

Director
RBC Richardson Barr, Houston

Sixteen-year veteran of the energy industry with a background in chemical and reservoir engineering. Prior to joining RBC Richardson Barr in 2013, was a vice president in the Global Natural Resources Group at Goldman Sachs. Previously held upstream research and development, reservoir engineering, business development and business planning roles at Shell E&P.

Holds a B Tech in chemical engineering from the Indian Institute of Technology (IIT) Kanpur, a doctorate in chemical engineering from the University of Houston and MBA

joint ventures. Also advises clients regarding issues with respect to LNG export regulatory matters. Previously was a lease analyst for Occidental Petroleum Corp. Licensed to practice in Texas, Oklahoma and North Dakota. Active member of the Houston Bar Association, Oklahoma Bar Association and Women in Energy Network. Holds BS with honors from Grand Valley State and JD from the University of Oklahoma. Serves as a mentor for summer associates at her firm.



Canary
p/u



Mohit Singh

from the University of Texas at Austin. Member of the Society of Petroleum Engineers and the Houston Producers Forum.

Accomplishments: Since joining Richardson Barr in 2013, advised SandRidge in the \$750 million sale of its Gulf of Mexico position to Fieldwood in January of this year. Also worked on the sale of Quantum-backed Primary Natural Resources for \$336 million. While at Goldman Sachs, was involved in more than \$45 billion of E&P M&A transactions, including BHP Billiton's \$19 billion acquisition of Petrohawk in 2011.

Received Outstanding Technical Editor Award from the SPE Reservoir Evaluation and Engineering Journal and the SPE Economics and Management Journal.

On the SandRidge Gulf sale: "It was a challenge, because it's a very limited set of buyers. If you look at the Gulf, all of the big guys have walked away from the shelf. If you think about it from a deal point of view, you want enough competition to get a premium price from a buyer."

Goals: "I want to continue what I'm doing because I absolutely love it. I think I've found my calling."

TIM SULSER, 37

Director, Investment Banking
Tudor, Pickering, Holt & Co.,
Houston

Previously a reservoir engineer for Netherland Sewell and Marathon Oil, has already advised on more than \$27 billion worth of transactions in four years at TPH. "In our business, value starts in the reservoir, and I always wanted to make investment decisions and help clients realize value, so reservoir engineering was a natural place to start my career." Holds BS in petroleum engineering from Montana Tech and MS in management science from Columbia University.



Tim Sulser

Accomplishments: Advised on more than \$11 billion worth of transactions in the Bakken including five of the eight deals over \$1 billion since 2010. In 2013 advised the sellers of the three largest Bakken transactions: Oasis' \$1.45 billion, Kodiak's \$660 million and Whiting's \$260 million acquisitions of private sellers. In early 2014, advised Tekton Energy on its \$200 million sale of its D-J Basin position, setting the basin's \$/acre watermark at more than \$30,000/acre.

On the D-J Basin: "I think the D-J Basin is the most interesting play right now. Noble and Anadarko control about 80% of its value, with their Niobrara and Codell development. But there are a number of private and public companies that continue to consolidate and grow their positions, and the basin results continue to improve. We know of a few likely sellers in the near future, and these sellers offer great opportunities for additional basin consolidation and potentially a new entrant or two."

Goals: Grow as an industry leader through professional and sound advice to clients while continuing to strengthen the TPH brand as a leading energy investment bank and grow its business.

MATTHEW THIEL, 31

Vice President, Head of A&D
Oilfield Water Logistics LLC,
Dallas

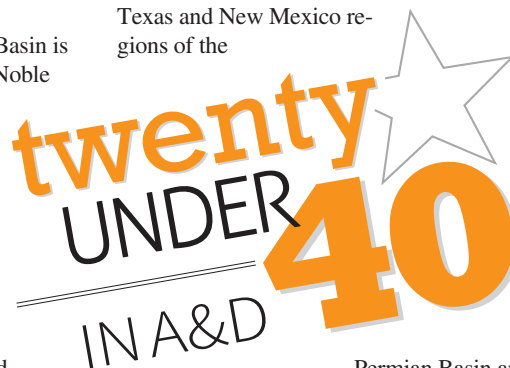
Currently responsible for all facets of the acquisition process, corporate growth strategy formulation and special strategic projects at Oilfield Water Logistics (OWL). Through its partnership with Natural Gas Partners and NGP Energy Technology Partners, OWL is a leader in oilfield water infrastructure, systems and services. Prior to joining OWL, worked



Matthew Thiel

in the Energy Group at Stephens Inc., where he participated in transactions totaling more than \$16 billion in aggregate value, and was a consultant at Ernst and Young. Prior to EY, was a captain in the U.S. Army leading teams at multiple levels through four combat deployments as an Army Ranger. Earned a BS in engineering from the United States Military Academy and MBA from SMU.

Accomplishments: Recently completed platform acquisitions in the Texas and New Mexico regions of the



Permian Basin and expects to close a number of additional asset packages by the end of the year. OWL is currently developing organic growth sites in Eddy and Lea counties, New Mexico, while partnering with E&P operators on projects throughout the basin.

On keeping an open mind: "I've had an interesting career path and I credit my success to keeping an open mind, listening to all the great people I've had the opportunity to work with over the years, learning from their experiences and knowing an opportunity when I see one."

Goals: "OWL is a young company on an aggressive growth trajectory, with the experienced leadership and financial backing to get there. My goal is to continue expanding my role within the company as we grow into a full-spectrum water service provider that can meet the needs of any operator across the country."



Mathew Thompson

MATHEW THOMPSON, 39

Business Development Manager
EP Energy, Houston

Former assistant coach for the University of Houston women's tennis team and NJCAA All-American tennis player. Previously worked as a business development landman for Linn Energy and an asset landman for ConocoPhillips, Burlington Resources and ExxonMobil. Holds two BBA degrees in marketing and energy management from the University of Central Oklahoma and University of Oklahoma, respectively.

Accomplishments: In current position, has negotiated more than \$150 million in acquisitions and more than \$8 billion in divestitures. Successfully negotiated EPE's \$153 million unsolicited acquisition of some 37,000 net acres in the Wolfcamp, which grew the company's position by 25%. Heavily involved in



Seth Urruty

Goals: "I feel like I really found my niche in A&D. I don't see myself moving out of that. Short-term, I would like to develop and grow in the A&D world." Long-term, would like to get into renewables. "When I went to OU, I thought I'd eventually find my way into renewable energy, that idea still lingers in the back of my mind."

SETH URRUTY, 32

Asset Manager,
Fort Worth and Uinta basins
Vantage Energy Co., Denver

Grew up in the Powder River Basin and got his first taste of the industry on overnight rig trips with his father. Paid his way through college by working for oil and gas companies in the summer through high school and college. Now manages more than \$100 million annual capital and expense budgeting efforts and strategic development initiatives. Also oversees and initiates acquisition, farm-in, trade and consolidation efforts. In addition, is responsible for multi-county gathering, processing and marketing agreements for dry and wet gas Barnett Shale. Degree in mechanical engineering from Gonzaga University.

Accomplishments: In the wake of the 2008 crash, led basin assessments across the country to help Vantage go from being a fringe-focused company to being a core-focused company.

"We utilize robust technical analysis to focus capital on quality over quantity and ensure that our projects are economically within the top tier of onshore opportunities." Conducted a series of smaller deals to build a 25,000-acre position in the core of the Barnett with more than 1 Tcf of highly economic reserves.

On work-life balance: "My No. 1 goal is as a father and as a husband ... That's a challenge because you're always in growth mode and you're always understaffed ... you really have to lean on a lot of people. We all kind of chip in as needed. There comes a time when you have to say 'that's enough work for today.'"

Goals: "I think a lot of oil and gas companies, if you ask them what their greatest asset is, they would say 'our Eagle Ford' or 'our Bakken' or 'our Marcellus.' I want to organize a company where the answer is ultimately 'our people.' I truly believe that, and I want to start a company where the means to creating value starts with bringing in smart people, helping those smart people do smart things, and creating a culture and environment where they're professionally engaged and fulfilled." □

EPE's (then El Paso's) corporate sale to Kinder Morgan for \$21.1 billion and Kinder Morgan's sale of El Paso's E&P company to Apollo for \$7.4 billion.

"I hired on under the premise of being a small E&P that was going to do a lot of acquiring, and the last three years have been nonstop interesting and completely different from what I thought I was going to be doing."

On teambuilding: "As an assistant coach we did a lot of teambuilding, and I do the same thing with my team now. We take a lot of time to get to know each other and learn each other's strengths and weaknesses and learn how we can work together to be as productive as possible."

twenty
UNDER
40
IN A&D



Macquarie
p/u

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