

HART ENERGY

25 **WOMEN** IN ENERGY

INFLUENTIAL

2022

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25 **WOMEN** IN ENERGY

LEADERS OF THEIR TIME

While the 2021 class of *Oil and Gas Investor's* 25 Influential Women in Energy was honored at a time of uncertainty over the COVID-19 pandemic and low oil and gas prices, the 2022 class comes about during a time of change and optimism in the industry. That change toward a new way of operating and embracing new expectations from capital investors, governments and the public is well represented by this year's honorees.

The talented women featured in the program this year have risen to the top ranks of their energy companies, providing leadership and inspiration to all. This is the fifth year that we have identified these role models, based on dozens of nominations we received from the industry. The one thread that holds all of those honorees together are the hills they climbed to get where they are and the influential work they did when they got there.

Many of the titles behind this year's top executives and influencers of the industry's future direction feature the phrases ESG, HS&E, low carbon, energy transition, and diversity and inclusion. They represent the industry's embrace of these

disciplines, which are all designed to bring the oil and gas industry in line with the future direction of the world's expectations.

Don't be fooled, however. These honorees are oil and gas executives, and many express their thoughts on both energy sources as valuable parts of the energy transition in their profiles that you can read on the following pages. Don't forget to look for their video profiles coming up throughout the year on HartEnergy.com.

From analysts to E&Ps and attorneys to technologists, these 25 executives and the 25 more from the previous year are a microcosm of the oil and gas industry as a whole. While some work to lower carbon emissions, others work to access capital. Some roam oil fields, some boardrooms. Some roam the halls of the U.S. Capitol advocating for the good of all.

Wherever they work and whatever they focus on, they are working to make oil and gas a better industry for the future. ■

These snapshots of the inaugural luncheon in 2019, sponsored by Schlumberger and several other companies, convey the excitement around the event, which attracted more than 650 attendees.



**Bold Leader.
Wise Counselor.
Caring Humanitarian.
Cherished Friend.**

Casey Nikoloric, who died unexpectedly in late February, was all this and so much more. Though not an EnCap Flatrock Midstream employee, she was a champion for our firm and the midstream industry, and a vital part of our team and family. Brilliant, kind, and funny, Casey's leadership, counsel, and friendship will be greatly missed.



**EnCap Flatrock
Midstream**

In memory of Casey Nikoloric, Founder, TEN | 10 Group

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About the Cover: Artist Greg Evans — "I try to capture the intensity, passion and emotion of people and nature. After a 35-year career as a landman, including a 25-year career with Texaco, I started painting oil and gas images in 1996 when Texaco commissioned me to paint a large painting for its lobby. I love to show the wonder of nature in harmony with drilling and producing, as in the 'Sunburst' painting, featured here on the cover." EvansArt.com.

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Drawing on our direct industry experience, our consultants excel at attracting best-in-class talent from across the energy continuum and the globe—leaders who will make a significant, durable, and truly positive impact on corporate performance and shareholder value and lead the way in energy transition.

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'SHE'

Inspiring tales show civilization has come a long way, but are we done?

BY NISSA DARBONNE

Two fourth-graders agreed to settle a dispute with a fist fight after school. *She* broke his nose.

I think at times about Rene Russo's riddle in the opening of "Tin Cup." A surgeon and his son are in a car accident. Each is rushed to a different hospital. The surgeon at one said, "I can't operate on this child. He's my son."

The question: How is this possible?

Of course, the other surgeon is the boy's mother. That I didn't know the answer in 1996 prompted another question—of myself. What gender-based stereotypes do I affect upon my own thinking? When the 10-year-old says I need to call his baseball coach, I should ask, "What's her name?" And the school nurse? "What's his name?"

Visiting the Ruth Bader Ginsburg exhibit at the Holocaust Museum Houston in April, I saw that she wouldn't have been stumped by the riddle. In 1971, while a law professor at Rutgers University, she copy edited a letter from Columbia Law School, which was raising funds from alumni.

Where Columbia explained finances limit the time a teacher can devote "to his" development, she wrote in "or her." Where it asked that alumni support the school "to the extent of his ability," she wrote in "or her."

She returned the edited letter and wrote separately, "Dear Fund Raisers: The suggested amendments ... might stimulate women graduates to respond more favorably to your fund appeals."

It's fascinating how things were—and in our own lifetimes. Pregnant women were not allowed to continue to work—and they weren't given unemployment benefits. Female U.S. Postal Service letter carriers had to wear a pillbox hat rather than a useful cap. In 1996 the Virginia Military Institute didn't accept female candidates. Ginsburg wrote the U.S. Supreme Court opinion that opened the school to women.

Also noted in the exhibit is that there was a



rule that women wore skirts. There was such a thing? It reminded me of when, while in a college finals' week mind fog, I wandered into the men's room, clearly labeled with the symbol of a person wearing pants. I was wearing pants.

I was also wearing pants in the fourth-grade when I broke the boy's nose.

I learned recently in Smithsonian Magazine of Constance Baker Motley, who wrote the original complaint in 1954 in *Brown v. Board of Education* and argued 10 times before the

Supreme Court. She won nine of them.

I also learned that it was two women, Pearl Kendrick and Grace Eldering, who discovered and proved a vaccine for whooping cough in the 1930s.

Motley found her way to the Supreme Court by finding work after Columbia Law School in 1946 at the NAACP while law firms were male. She would have received that same fundraising letter Ginsburg received in 1971. By then, Motley was a U.S. District Court justice in New York.

Kendrick and Eldering, each with degrees from John Hopkins University, had found work at the Michigan public health department when practicing medicine was male. And it seems men didn't have time back then to solve for pertussis.

There is still much more to do to advance civilization. In one of the last book club meetings I attended (the group had switched to fiction only), the conversation moved to how awful civilization was in the past and how great we are today.

My unsolicited remark: "But are we *that* great? I hope that 50 years from now, a book club will look back at us and say the same thing. What do we think is perfectly fine today but isn't?"

As I write, the U.S. Supreme Court's first female African American justice has been confirmed.

Civilization has come a long way. Civilization has a long way to go.

In these pages, we will learn about energy industry leaders. In each story, *she* inspires. ■

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Deborah Byers



Dori Ginn



Dorothy Marchand



Laura Schilling



Helen Currie



Jennifer Hartsock



Ann Massey



Lisa Stewart



Janet Dietrich



Vicki Hollub



Regina Mayor



Cindy Taylor



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Sheila O. Al-Rowaily



Teresa (Tracy) L. Dick



Sarah Karthigan



Katie Pavlovsky



Jean Ann Salisbury



Marcia Backus



Whitney Eaton



Christine "Chris" LaFollette



Pamela Roth



Emily Santoni



Sylvia K. Barnes



Jill Evanko



Melanie Little



Mari Salazar



Starlee Sykes



Leslie Beyer



Melinda Faust



Jennifer McCarthy

2021 PINNACLE AWARD WINNER



Martha Burger



Allyson Anderson-Book



Lindsay Grider



Sarah McLean



Liese Adams Borden



Beth Hickey



Kellie D. Metcalf



Marie Merle Caekebeke



Bernadette Johnson



Zainub Noor

FBI Special Agent, Founder, President, CEO and Professor—What Can't She Do?

Cassi Chandler is the FBI's first African American female special agent assistant director, and she has quite the stories to tell about it.

BY ARIANA HURTADO



CASSI CHANDLER
Keynote Speaker

Hart Energy will proudly honor the 2021 and 2022 class of Influential Women in Energy honorees on April 29 in Houston. This special event celebrates the top women in the industry—leaders, trailblazers, role models and innovators. The luncheon and networking event will also feature a keynote address from the FBI's first African-American female special agent assistant director, Cassi Chandler.

Chandler has broken barriers and led diversity and inclusivity initiatives at some of the world's most important organizations, including Bank of America and the FBI. Another first under her belt was serving as the FBI's first female national spokesperson and director of public and community affairs.

She is also the founder, president and CEO of Vigeo Alliance, a leadership and talent risk management partner helping organizations elevate their cultures through diversity and inclusion. Chandler is dedicated to helping organizations position themselves for success by building more diverse and inclusive cultures that thrive.

Leaving her mark on the FBI

During Chandler's nearly 24 years with the FBI, she had the opportunity to take on several unique challenges that allowed her to create and define future programs and actions of the Bureau.

"Early in my career, while a white-collar crimes' supervisor, I was offered the chance to work with a fellow agent and together we developed the Bureau's first national healthcare fraud program and national initiative with the healthcare industry," she said.

She was appointed the first Black female senior executive section chief of the agency's criminal and domestic terrorism intelligence section where she reshaped the program's entry-level requirements, built its first training and educational program, and obtained congressional support to increase the number of criminal and domestic terrorism analysts within the ranks of the Bureau.

"After the tragedy of September 11, 2001, I was appointed the first Black female special agent assistant director to lead the agency's training academy and redesign the training and education programs for criminal agents and analysts to focus more on intelligence," Chandler said. "I also led the Bureau's Office of Public Affairs where I received the director's support to open communications and work with the media more broadly and engage the community through the development of a national citizens academy."

25 **INFLUENTIAL** Women IN ENERGY

NOW ACCEPTING NOMINATIONS FOR 2023

Oil and Gas Investor invites you to nominate an exceptional industry executive for its 6th Annual **25 Influential Women in Energy** program. Help us celebrate women who have risen to the top of their professions and achieved outstanding success in the oil and gas industry.

Past honorees have included professional women from entrepreneurs to producers, midstream operators, service companies and the financial community. They've represented varied disciplines including engineering, finance, operations, banking, engineering, law, accounting, corporate development, human resources, trade association management and more across the upstream and midstream sectors. All nominees will be profiled in a special report that will mail to *Oil and Gas Investor* subscribers in April 2023.

The
deadline for
nominations is
December 16,
2022



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With confidence and leadership, she became a trailblazer in her industry.

“The mark I left in the FBI is one which I still leave in every aspect of my life and everywhere that I go, and that is ‘I am, I can and I belong,’” Chandler said. “Leaving that reputation resulted from breaking glass ceilings, promoting women and people of color despite the odds against them, and taking on challenges that others may have disregarded.”

Women in law enforcement

Chandler described the investigation of one of her first cases in the FBI where she encountered bias and discrimination as a woman—something she says isn’t as common today in law enforcement.

“I had begun interviewing a senior executive vice president of a bank, when he looked me up and down and laughed, saying, ‘Well, well little girl, what do you want to know?’ Through my thorough investigation and subsequent testimony at trial, that bank executive was convicted of numerous white-collar crimes,” she shared. “I doubt he will ever look at a female special agent quite the same as he once did.”

According to Chandler, women in law enforcement today are viewed the same as their male counterparts.

“Women have consistently demonstrated that there are no jobs, roles or activities that they cannot do and execute well,” she said. “Women bring not just brilliant analytical capabilities, creative intellect and competence to law enforcement roles, but often women have a level of compassion and empathy for our shared humanity that allows them to better connect with the communities that they serve.”

A renewed strength

Chandler admits there have been some challenges that became internal office battles and took an “emotional toll” on her.

“As a woman in a male-dominant industry, I often found myself in the position of being asked to take on failing programs or incomplete projects, manage difficult people and address internal conflicts, but not given the added resources to address the needs as many of my male colleagues would be given,” Chandler explained. “I never complained or whined about doing more with less. Instead, I willingly took on every challenge with a no nonsense, ‘consider it handled’ attitude that helped build a reputation of ‘better call Cassi’ for getting things done.”

She added, “While I may have left a room

briefly, found a place for a good cry, a great prayer and cleaned myself back up, I always, always returned to the battle undaunted and with renewed strength.”

A servant leader attitude

Chandler has served in numerous leadership roles throughout her career as well as prior to her more than two decades with the FBI. Before joining Vigeo Alliance, she was senior vice president for business operations at Bank of America. She also served on the corporation’s Global Diversity and Inclusion Advisory Council and led the bank’s compliance relationships with the Consumer Financial Protection Bureau.

She is also CEO of Chandler Consulting and a former adjunct professor on intelligence and terrorism at Pace University’s master’s in public safety and homeland security graduate program.

“The most important skill I learned through my professional roles as a manager and senior executive in the FBI, as well as my role as an executive at Bank of America, was how my single voice, any single action I took, could influence, inspire, or hurt and create fear in others,” she said. “That learning experience helped me grow a servant leader attitude in my work, and that attitude eventually became a part of who I am in my private business, with my community and within my family. I learned through personal management failures the importance of frequent self-reflection of my actions and whether what I said is what I hoped was heard.”

Steps to success

Chandler said one of her greatest mentors is former slave Harriet Tubman. During Chandler’s career, she has used Tubman’s life as an example of the 10 best steps to ensure her success:

10. Develop a reputation for high standards.
9. Speak softly and you can still carry a big stick.
8. Fight the right fight—failure is an option.
7. Develop and then advertise your expertise.
6. Mentor, network and mentor some more.
5. Think before you speak.
4. Embrace change with confidence and enthusiasm.
3. Be a visionary and bold strategist.
2. Prioritize you first.
1. Nurture your spirit.

“She was incredible in her quest to free herself and other slaves,” Chandler said of Tubman. “I have read everything I can about her life, her way of thinking and how she reacted in difficult circumstances.” ■

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25 **WOMEN** IN ENERGY

INFLUENTIAL

25 Influential Women in Energy is a blue-ribbon awards program that showcases accomplishments of distinguished women who have risen to the top of the upstream, midstream and downstream sectors of the energy industry.

This photo montage highlights the 2020 Women in Energy luncheon, which was a sold out event for the second year in a row.

The 2020 Pinnacle Award winner was Sharon L. Wood, Ph.D., P.E., who is Dean of the Cockrell School of Engineering with The University of Texas at Austin. She is the first woman ever to hold the position and leads more than 8,000 students and more than 960 faculty and staff to develop creative solutions to real world challenges.

For more than 25 years, the late Leslie Haines was known as “The Queen of the Oil Patch” for her work as Editor-in-Chief of *Oil and Gas Investor*. She was bestowed the Lifetime Achievement Award.

Additionally, Col. Nicole Malachowski, USAF (Ret.), a former jet fighter pilot, was the keynote speaker at the 2020 luncheon. She is a leader, a combat veteran, the first woman pilot on the Thunderbirds Air Demonstration Squadron, a White House Fellow and an inductee into both the National Women’s Hall of Fame and the Women in Aviation International Pioneer Hall of Fame.



Influential Women in Energy 2020 Honorees



Oil and Gas Investor

25 Women

INFLUENTIAL

IN ENERGY

Luncheon



More than 1,000 gathered in Houston to honor 25 of the energy industry's leaders in 2020.

This year marks the first return to the Marriott Marquis and will honor two classes.

2021 Women In Energy VIRTUAL EVENT



The Women In Energy virtual event took place March 2, 2021, with more than 2,000 registered attendees watching from their desks. The following are snapshots of the panel sessions from the 2021 special virtual event honoring the 2021 class.

ESG: How They See Us; How They Should



Oil and gas companies suffer from a bad reputation, whether founded or not. This panel of marketing, government relations and investor relations professionals explained how the public, investors and governments view oil and gas and what the industry can do to battle that reputation.

Speakers:

- Katie Pavlovsky, Principal, U.S. Energy, Resources & Industrials Industry Leader, Deloitte
- Melanie A. Little, Senior Vice President, Operations and EHS&S, Magellan Midstream Partners
- Allyson Anderson-Book, Vice President, Energy Transition, Baker Hughes Inc.

The Changing Face of the Energy Workforce

The energy transition has joined the great crew change as a factor in hiring and recruiting the next generation of energy's workforce. As digital technologies and new requirements continue to define a transitioning industry, unique skill sets will be needed. Meanwhile, oil and gas, in particular, must recruit more diverse talent from within and outside of the industry.

Speakers:

- Leslie Beyer, CEO, Energy Workforce & Technology Council
- Christine LaFollette, Partner Emeritus, Akin Gump Strauss Hauer & Feld LLP



How Consolidation, Cash Flow and COVID-19 Recalibrated the Deal Market



Prolonged demand loss, capital discipline and a consolidating industry have created a new type of deal market in energy. Deals were scarce in 2020 and 2021. How did our panel of A&D insiders see deals happening or not happening?

Speakers:

- Sarah E. McLean, Partner, Shearman & Sterling LLP
- Sylvia K. Barnes, Founder & Principal, Tanda Resources

Exploring Growth Opportunities in the Energy Transition



All sectors of the oil and gas industry have a stake in the energy transition. From the major and independent producers to the capital investors and more, this panel looked at the hidden and not-so-hidden opportunities for industry growth.

Speakers:

- Jennifer McCarthy, President & COO, Alta Resources
- Bernadette Johnson, Senior Vice President, Power & Renewables, Enverus
- Kellie Metcalf, Managing Partner, EnCap Energy Transition, EnCap Investments LP
- Starlee Sykes, Senior VP, Gulf of Mexico & Canada, bp

Surviving and Thriving in a New Energy World (Service Companies)

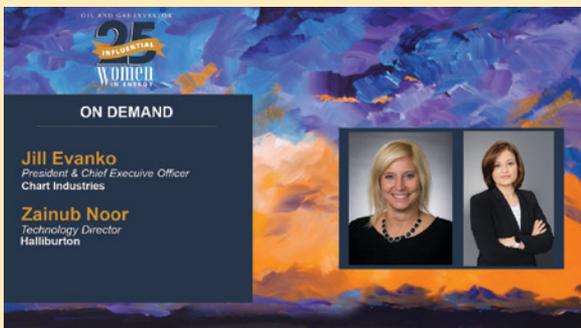
Perhaps no sector of the industry has a bigger stake in the energy transition as service companies. Having taken a big hit from COVID-19 and the 2020 oil price crash, service companies found their way back to a world that is increasingly focused on satisfying ESG demand. How are they handling the changes?

Speakers:

- Marie Merle Caekebeke, Director, ESG Performance & Engagement, Schlumberger
- Whitney Eaton, Executive Vice President, Compliance & ESG, TGS ASA



How Technology Can Take Back the Future



By many accounts, technology and innovation are the keys to improving the industry's ESG scorecard and impressing investors enough to keep capital coming. This panel of tech experts showed us the path forward through the magic of new technology development.

Speakers:

- Jill Evanko, President & CEO, Chart Industries
- Zainub Noor, Technology Director, Halliburton Co.

Capital Investment: What Equity Buyers Seek Today

This panel of equity experts answered the question most asked in the industry these days: How do I get equity investors to find my company interesting? Investors have a changing criteria when it comes to choosing where to put their money.

Speakers:

- Mari Salazar, Senior Vice President, BOK Financial
- Lindsay Grider, Head of Investor Relations, Tailwater Capital



The Future of Energy

Halliburton Labs and Exxon Mobil Corp. tech leaders discuss technology, ESG and the future of the industry.

BY ARIANA HURTADO



Wood Mackenzie expects energy emissions to peak by 2030 and states that \$1 trillion worth of annual investment is needed to build new energy supply capacity. The research and consultancy firm also said peak demand for oil in its base case is set for 2039, and wind and solar’s contribution to power generation will be 30% by 2040 in its base case.

In this exclusive roundtable with former Hart Energy “Influential Women in Energy” honorees, these tech leaders share their insights about trends, the energy transition and challenges in the energy industry:

- Zainub Noor, Halliburton Labs (2021 honoree); and
- Sarah Karthigan, Exxon Mobil Corp. (2021 honoree).

Trailblazers

Noor is the director for innovation and scouting with Halliburton Labs, an organization in Halliburton focused on advancing cleaner, affordable energy. She focuses on helping early-stage companies accelerate their journey to scale and commercialization, through industrial scaling capabilities within the Halliburton Labs ecosystem.

She has held multiple positions related to technology development, strategy and business management. Most recently served as global R&D head for reservoir recovery and production operations in Landmark Halliburton,

leading technology development to help energy operators worldwide in its digital transformation journey for optimizing asset development and field operations. She also serves on multiple energy industry forums and academic committees.

Karthigan is a reputed leader with a demonstrated history of leading digital transformation initiatives in the energy industry. She has been recognized for her work to accelerate the adoption of data science to enable data-driven decision-making across the integrated oil and gas value chain.

She started her career at Exxon Mobil Corp. more than a decade ago. Since then she has held various roles of increasing responsibility in the areas of strategic planning, project management, scientific computing and data science.

She currently leads the AI Ops practice focused on realizing self-healing wins for IT operations. As part of her current role, Karthigan is also responsible for managing external relationships with multiple technical business partners.

She is a strong advocate for STEM programs and has led multiple science ambassador initiatives. She was awarded the Tribute to Women & Industry award that honors women who have excelled in their fields and made significant contributions to the industry in executive, managerial and professional roles.



High Energy Achievers

Intralinks congratulates all 25 Influential Women in Energy honorees

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“The most important issue facing the energy industry is helping to meet the dual challenge of fueling global economies while addressing the risks of climate change.”

—Sarah Karthigan,
Exxon Mobil Corp.



research and development organization to merge the various skillsets with cohesive teams, and I have been very fortunate to lead the efforts and see the results come through. We are not far from a time where we will have full autonomous field and autonomous rigs.

KARTHIGAN: I'm passionate about applying AI and ML [machine learning] to solve large-scale problems in the energy sector. The opportunities that excite me the most are ones that expose me to new domains and help

me learn new things. I'm currently engaged in leading the AI Ops strategy at Exxon Mobil to build self-healing solutions. This work has opened up the aperture for me to learn about adjacent domains such as automation, monitoring, etc.

ARIANA HURTADO: What has been the largest technology accomplishment you've been involved in during your career?

NOOR: Leading the digital transformation for oil and gas operations, from products focused on specific objectives to building an integrated platform with open architecture, incorporating data, modeling, artificial intelligence [AI] for better understanding and machine learning to predict behaviors, with broader objective to move towards autonomous field for the future. Halliburton has made huge strides in digital twins, bringing the hardware and software together and leading the way to maximize recovery. This required reorganizing my

HURTADO: What are the most important issues for the energy industry to focus on as it moves forward?

KARTHIGAN: The most important issue facing the energy industry is helping to meet the dual challenge of fueling global economies while addressing the risks of climate change.

— THE ARIS EXECUTIVE TEAM —

Congratulates the 2021 and 2022 Influential Women in Energy Honorees



(l-r) Adrian Milton, Brenda Schroer*, Amanda Brock*, Bill Zartler
*2020 Honorees



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NOOR: The key important issues or items that the energy industry needs to focus on are:

1. Talent transformation and bringing cohesiveness to teams:

We are always focused on technology that sometimes we do not pay similar attention to talent transformation. The new generation of workforce are digital natives; they can grasp technology in no time. However, they require the right tools, guidance, training, mentorship and, most importantly, empathetic leadership to harness their potential and skills. The investment in talent transformation will ensure continued innovation and progress. We also need to break the silos to get tremendous amount of innovation. This is the last wall to break. In my opinion, the rise of citizen data scientists will have a major contribution. Therefore, it is important for companies to bring together talent transformation and skill acquisition to the teams. We have done tremendous work at Halliburton to focus on this with all our global organizations, for example, through academic partnerships. In Halliburton, all our projects are tied to talent transformation for sustainability of the business and its future success.

2. Sustainability: The industry needs to focus on enabling the supply of sustainable, affordable and safe energy for all. ESG and innovation certainly do go hand

in hand and play at every level of the organization—in technologies, people, processes and now data as well. It is key for improvements in all the environmental, social and governance factors. On the environmental side, the innovation objective is to reduce carbon footprint and make the processes more carbon and cost efficient. On the social side, the innovation [objective] is on talent transformation to upskill professionals and reduce repetitive work [as well as] improve health and safety standards for our workforce. And on the governance side, [it is] to minimize costs and improve return on investments. Most of the companies do realize this, as its key for long-term sustainability of any business.

3. Energy transition: We need to reduce overall emissions, improve the energy efficiency and advance on clean energy development.

HURTADO: What message would you like to pass along to the industry?

NOOR: The last two years have taught us all that we can only move forward together, as an industry and as a community. The last decade was focused on breaking siloes within the company and technologies. If we zoom out and look at macro level, we have silos on companies and industry. We need to break these

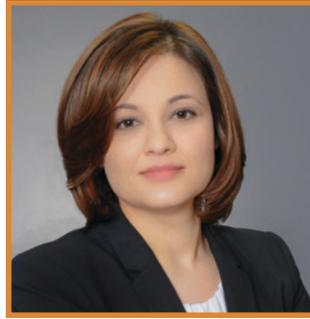


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“We need to reduce overall emissions, improve the energy efficiency and advance on clean energy development.”

—Zainub Noor,
Halliburton Labs



NOOR: Be proactive, always be ready for the change, and continuously build knowledge and learn to expand your horizons. It is also crucial to have a supportive family; having a supportive partner has been a catalyst in my career. As women, and especially as mothers, we wear multiple hats simultaneously, and therefore, a partner that understands your career goals and stands with to you achieve them helps you thrive and makes the journey much smoother and exciting.

higher-level industry siloes to become more collaborative and solve challenges together.

A significant portion of world population still doesn't have access to energy, power or electricity. Around 1 billion people in the world do not have access to electricity, and more than 40% of the world population doesn't have access to clean fuels. No one person or company can do it alone to generate value for broader humanity; the world needs to move forward together.

HURTADO: Do you have advice for future “Influential Women in Energy” leaders, decision makers and trailblazers?

Finally, empathy is the most important trait for leadership, to connect people, inspire them, empower them to deliver the best for themselves, their teams and their organization.

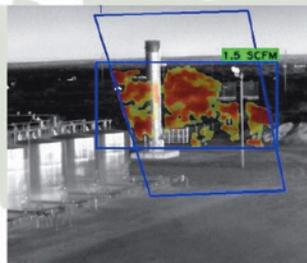
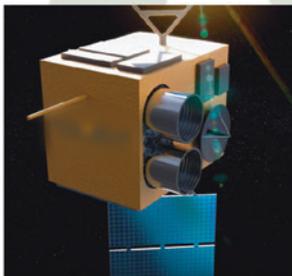
And finally, empathetic leadership is the fundamental enabler for the transformation of our industry and success of its future.

KARTHIGAN: My one advice to the amazing women trailblazers of the future would be to ‘keep focusing on opening the door wider than you found it.’ I heard this message at the 2021 Women’s Forum for the Economy & Society summit, and it struck a chord with me. From breaking barriers to building bridges, we women are in this together. ■



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Working in the Energy Industry

Hart Energy proudly presents insights from its own female leaders, trailblazers and rising stars.



FAIZA RIZVI
Senior Editor, ESG

“As a woman covering the energy industry, I have learned that focusing on your goals can take you places. If you are determined, you don’t just have the power to climb hills, you can move mountains.”

“As a woman in energy, it is important for me to see other women not only reach their goals in their careers, but to also exceed them. The women we are honoring are of that caliber. I’m excited to see more women strive for greatness and prove that gender doesn’t hold you back in the energy sector.”



RACHEL RICHARDS
Business Development Manager



EMILY PATSY
Senior Managing Editor,
HartEnergy.com

“*Oil and Gas Investor’s* Influential Women in Energy program is my favorite project to work on at Hart Energy. Each and every single one of these women are an inspiration, and I’m glad we get to showcase them and their achievements. I’ve had the privilege to interview several of the honorees throughout the history of the program and not only learn more about their impressive journeys but hear some great advice that I’m thankful to be able to carry on with me in my own career.”

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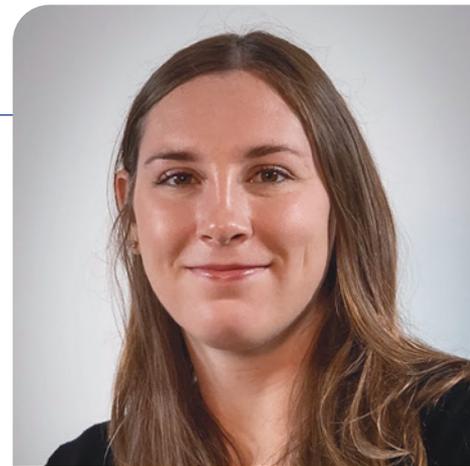


BRANDY FIDLER

Managing Editor,
Oil and Gas Investor

“I believe programs like Influential Women in Energy show young women going into the oil and gas industry that you can achieve success in many ways.”

“In covering the energy industry, it has been inspiring to see women in leadership roles. I believe it’s important to see that in a male-dominated industry, through hard work and perseverance, you can accomplish and exceed your goals.”



MADISON RATCLIFF

Associate Editor

“When taking a child to the library, always pick up a book for yourself—a bold one. Madeleine Albright’s ‘Read My Pins.’ Walter Isaacson’s ‘Einstein.’ Amanda Gorman’s ‘The Hill We Climb.’ The child will notice. And ask. And remember.”



NISSA DARBONNE

Executive Editor-at-Large

Female Perspectives



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Why Building an ESG-effective Boardroom is Vital to Success

Governance, which is an often-overlooked aspect of ESG, is the most important of the trifecta.

BY EMILY EASLEY

Early in my career, I had the opportunity to participate in our organization’s board of directors meetings, which comprised 12 members from the electric utility and solar energy industries. This was during the 2000s when solar penetration into the market had started to disrupt the electric-power utility model, with customers now requesting changes to the way they procured power.

As a young associate, it was a fascinating time to see how the various members of the board navigated through what were often contentious and passionate debates. Our board was not just diverse by gender and race, but also by perspective—an often overlooked component of

diversity—that surely sprang from differences in geography and plain ol’ technical know-how. After all, the experience of an executive from a regulated electric investor-owned utility is very different from one whose career has been spent in solar power.

These diverse perspectives had a meaningful impact on the company’s bottom line, with exponential growth occurring year after year. The discussions might have been fiery, but the results spoke for themselves.



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BKD is proud to support the Oil & Gas Investor’s Influential Women in Energy Luncheon and congratulates all the honorees. Thank you for paving the way for the women who will follow.

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I'm reminded often about something a mentor once told me. "It takes a team," he said. "A contributing, involved board and an exemplary executive management team." No one on a team does the exact same thing as anyone else. Likewise, boards should be made up of members whose perspective and purpose varies greatly.

As ESG has become more mainstream, the "G," which stands for governance, is often the area we focus on the least. Governance is seen as boring, mechanical and something that is beneath the great big ideas behind environmental activism and social change. But, I argue, the G is the most important of the trifecta.

More recently I held a board position for a small startup in the clean energy business. While smaller, our board consisted of members from California, Colorado, Texas and Virginia, and it contained a wide range in experience in oil and gas businesses and renewables. The executive management team was young, which meant that the board had to be actively engaged to keep the operation running. In a word, governance was needed. Good governance.

In June 2021, SEC Commissioner Allison Herren Lee specifically called on companies to "consider ways to enhance the ESG competence of their boards." This included efforts to integrate ESG considerations into their nominating processes to recruit directors that

would bring ESG expertise to the board, training and education efforts to enhance board members' expertise on ESG matters, and considering engagement with outside experts to provide advice and guidance to boards.

While difficult to quantify the exact relationship between diversity and performance, companies with standalone ESG committees at the board level or below-board committees surpass ESG scores compared to full board ESG oversight. Companies that do not disclose details of their supervision of ESG risks and opportunities have the lowest ESG scores.

With institutional investors starting to incorporate diversity thresholds into their proxy voting policies and anticipating SEC rulemaking related to board diversity disclosures, companies proactively clarifying how environmental and social matters are governed by the entire board or expanded committees might also include key executive appointments such as chief sustainability or diversity officers as well as new management-level ESG steering committees.

What seems clear, however, is that it is not a matter of if the SEC will issue new ESG disclosure rules, but rather when it will happen and what the rules will be. ■

About the author: Emily Easley is CEO of NOVUS Energy Advisors, based in McLean, Va.

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DENNA K. ARIAS

Vice President of Corporate Development
EnergyNet.com LLC
Houston

Denna Arias uses the motto “just keep swimming” to demonstrate the trajectory of her career—always moving forward. Arias understands that the key to being successful in the oil and gas industry, and any career, is building and caring for relationships.

“Thanks to mentorship, being open to opportunity and learning, I was able to join a team with who was once my biggest competitor and have had the opportunity to be a part of building and diversifying a platform, adding to our talented team members and being a part of an upstream movement,” Arias said.

Pushing for growth

“After graduating from high school, I began in the oil and gas industry with my father encouraging me to work the summers at Houston Fuel Oil Terminal while beginning my college studies. This experience opened the door for me to continue in the oil and gas industry and broaden my skillset by beginning my career at Swift Energy Company where I was given the opportunity to learn across business lines and professions working within the exploration and production and corporate development team. This business is about relationships, deep connections and having grit. I persevere to never stop moving forward, keep swimming and continually push myself to learn and grow in my profession. I always work hard to relate, be myself and try not to take myself too seriously. I strive to treat everyone the same and work to be the best version of myself while always seeking to improve.”

A&D accomplishments

“The A&D world has developed both a need and the inspiration to build relationships, push past my fear of presenting and talking to strangers, get out of my comfort zone, get out of the box and be creative, learn how to negotiate for yourself and on behalf of your client, a desire to strive and mediate for a win-win solution, and work to continually set and accomplish new goals.”

Just keep swimming

“When I first entered the industry, my goal was to learn, be open to ideas, keep moving forward—just keep swimming—to consistently and intentionally grow spiritually, professionally and



overall. I feel these are still great principles for me today. Presently, I do strive more not to take myself too seriously, have fun, look at the big picture, not be too stressed out or anxious about the small things, enjoy the moments of today, while still moving forward and looking for opportunities to grow and dream.”

Part of the solution

“The oil and gas industry is a part of energy that transforms lives literally to improve quality of life, economically and socially. The industry is ever-evolving, which provides something new to learn every day. It is an industry rich with creative, smart and passionate people that care about their families and community. I believe we have to do a better job at communicating to this generation and the upcoming generation that we are a part of the energy industry that provides economic and social growth and opportunity. There is goodness in our industry and a substantial material need. We must learn how to effectively communicate and portray that story and be a part of the solution.” ■

THREE MORE THINGS

1. I'm a proud career mother of two freshmen: a Trinity College freshman and Lamar High School freshman.
2. I'm not afraid of a challenge; I like the rush of adrenaline and energy I experience from speed such as roller coasters and zip lining.
3. I have a bionic leg—a titanium plate and eight screws in my lower leg and ankle area.



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AMY CHRONIS

Vice Chairman — U.S. Oil, Gas & Chemicals
Leader and Houston Managing Partner

Deloitte
Houston



Amy Chronis was thrown into the exciting frontier of the energy business in Houston in the early '80s.

“It was an exciting frontier then, and it’s still an exciting frontier today,” she said.

Chronis has described her experiences serving companies in times of turmoil as “highly educational and formative.” It was through this and multiple subsequent industry cycles that she was able to develop the leadership skills necessary to become a partner and head her own team.

Chronis honed her dedication to her teams and her clients successfully navigating her team from Arthur Anderson to Deloitte in 2002.

“With great consideration, I ultimately chose Deloitte knowing that the company and culture would prove the best fit for my team and for our clients,” she said. “I strongly believe that adversity brings out our true character and gives you wisdom and ultimately builds trust and strengthens relationships.”

From there, she continued to take on ever growing challenges and leadership roles.

Opportunistic frontier

“When I was graduating from university, Texas and the energy industry in particular were portrayed as a great frontier of exciting opportunity for anyone willing to work hard. It remains so today! From interesting forensic investigations, travel projects, unusual and complex transactions, operating company assignments, public offerings, teaching opportunities (mentorship and developing teams), nonprofit and civic responsibilities, industry specific programs—so many pivotal and significant projects. Most recently, speaking and participating with the World Petroleum Congress in December, as well as my just-finished tenure as the chair of the Greater Houston Partnership board, were all greatly memorable.”

Forward-looking outlook

“It’s important to be able to articulate a vision and clear point of view. Especially in today’s environment, people look to team leaders to provide forward-looking perspectives and keep people motivated by working toward shared goals.”

Multiplier effect

“While oil and gas remain a key source of energy, companies are becoming more and more focused on low-carbon possibilities and navigating the future of the industry. Organizations will need to inventory how well equipped their business model is to adapt to future change and disruption. Although timelines may differ, participating in the transition to the lower-carbon future can unlock a multiplier effect and establish a new equation for companies across the spectrum. Companies that balance their internal transformation and corporate vision, leave room for innovation and agility, and set a strong low-carbon foundation are likely on the right path.”

THREE MORE THINGS

1. I’m one of eight children.
2. I love to fish.
3. I was fortunate enough to run in the Athens Marathon along the original route dating back to 490 BC. The race followed the original route from the village of Marathon into Athens.

‘Pivotal time’

“This industry is key to powering the world and is essential to our future, and it could not be a more exciting time to be part of the journey. Houston is a leader in the conversation around the global energy transition to a lower-carbon future. It’s an honor to be in a role that engages with clients during such a pivotal time to help them navigate the energy transition while ensuring energy security. Houston must continue to engage in dialogue and make concerted efforts to progress. I am proud that our city remains forward-thinking in driving the conversation forward despite constant change, including industry cycles, the pandemic and now geopolitical implications.”

Responding to challenges

“Being resilient, staying focused on getting the work done right and bringing the team along has always held me in good stead.”

“This industry is key to powering the world and is essential to our future, and it could not be a more exciting time to be part of the journey.”

—Amy Chronis

Milestones

“Making partner in 1996 while raising three small children was certainly an important highlight! I benefited from great training and a wide breadth of experiences from excellent role models and complex experiences that shaped me to be a better leader and well-rounded professional.” ■

Meet the Honorees

Deloitte.

Congratulations

Amy Chronis (2022) and Katie Pavlovsky (2021) for being recognized by Oil and Gas Investor’s 25 Influential Women in Energy



Amy Chronis
Vice Chair and US Oil, Gas & Chemicals Leader
Houston Managing Partner



Katie Pavlovsky
US Advisory Energy, Resources & Industrials Leader

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BYRONY COAN

Principal
Opportune LLP
Houston

Although her father worked in the oil and gas industry, Byrony Coan didn't intend to cross paths with the energy sector during her career. Now, at Opportune LLP, she gets to use her position as principal to lead her team to sharpen their expertise in the energy industry.

In a male-dominated field like oil and gas, Coan felt that she had to prove herself to be taken seriously. However, through demonstrating her knowledge of the field and establishing a diverse support system, she rose to prominence in every space she worked in.

"Working with mostly back-office clients, I certainly have not had the same experiences as a female in the field would," Coan said. "Gender and age were always something I had to overcome in the sales cycle. Establishing myself as a subject matter expert quickly and confidently was key."

Unexpected beginnings

"My dad was in oil and gas working on offshore rigs for a good portion of my childhood. I didn't plan to join the energy industry, but when I interviewed with Quorum Software, I recognized an exciting alternative to a traditional mechanical engineering role, and that was appealing. The role happened to involve the design and development of upstream back-office software, which has been the focus of my now 20-year career."

Providing guidance

"Making the transition from software to business advisory was an exciting step. I joined Opportune almost nine years ago, and it has been fulfilling to help our clients with best practices, asset integration and process improvement. I now have had the pleasure of working with almost all the software vendors in the space and can help clients navigate the complexities of choosing the right solutions for their companies, be it a process improvement or a software solution."

Enduring commitment

"At the end of 2021, I was promoted to the inaugural class of principals at Opportune. The aspect of the promotion that is most meaningful to me is the recognition of the development of others. Growing others' expertise has always been something that I find extremely fulfilling.



"When I joined Opportune, our process and technology group historically did a lot of trading and risk management, and midstream work. Together with other Opportune upstream leadership, we have developed a team of experts ready to tackle the most complex business problems."

Transitional period in energy

"The transformation is already well underway; it just takes time. I think those that historically entered the industry were usually raised in a family already familiar with oil and gas, and it is exciting to see that change. There is no better time to get into the energy industry. Oil and gas specifically are embarking on a monumental transformation that will bring with it opportunities we have never seen before. You don't have to drill or own property to make a big impact in this transition." ■

THREE MORE THINGS

1. My name is a misspelling. When my mom was pregnant with me, she lived in the U.K. and my dad was typically on a rig in the North Sea, so they communicated over shortwave radio. My mom told him she wanted to name me Bryony, and my dad misheard. When asked to fill out the paperwork, he wrote Byrony.
2. I am a proud member of the self-proclaimed "Unicorn Club," an unlikely group of misfits with varying backgrounds. We all crossed paths in our oil and gas careers, adopted each other and are now each other's support.
3. My husband and our three girls, all four of which are born and raised Texans, love to surf.

Congratulations

BYRONY COAN

**Congratulations to our
very own Byrony Coan**
and all members of the Women
in Energy class of 2022!

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AMANDA EVERSOLE

Executive Vice President and COO
American Petroleum Institute (API)
Virginia

Amanda Eversole serves as executive vice president and COO, leading API's day-to-day work and driving strategy for the natural gas and oil industry.

Eversole previously served as managing director and head of public affairs at JPMorgan Chase & Co., overseeing strategic communications, civic engagement and strategy for the corporate responsibility team. Prior to her time at JPMorgan Chase & Co., Eversole spent 13 years at the U.S. Chamber of Commerce in Washington, D.C., leading a range of advocacy and educational programs from tech to financial markets as well as serving as chief of staff. She is currently on the board of directors of Our Energy Policy.

Originally from Atlanta, Ga., Eversole now lives in Virginia with her husband and two daughters. Her hobbies include being an active parent and volunteer at her daughter's school, particularly in the library; an enthusiastic runner who appreciates firsthand connection between mind and body wellness; and she loves being out in the country.

She received her bachelor's degree from the College of William & Mary and her master's degree from the Wharton School at the University of Pennsylvania.

Entering the industry

"Throughout my life, I've had a strong belief in service and finding ways to make a difference. When presented with the opportunity to join the industry, I saw a chance to be part of solving the climate challenge while ensuring that energy continues to support all aspects of modern life. I have always been a problem-solver and am so proud to be part of this industry."

Facing challenges

"I'm an optimist and believe that I was given a voice to impact positive change. I have always been someone who runs to a problem with a solutions orientation, and that has landed me in some interesting places. Of course, surrounding myself with talented people and listening always serves me well."

Formative experiences

"I've been blessed to work for and with a wide range of talented professionals in the public and private sectors. I've learned most in times of



crisis—from the financial crisis to the pandemic to the geopolitically induced energy crisis. You can plan for the future, but times of stress test people, their character and how the culture of an organization impacts the behavior of its employees. I study and solicit the wisdom of others who have been through challenging situations to try to prepare for what's ahead."

Innovative industry

"U.S. natural gas and oil companies are addressing what we call the dual challenge: increasing energy use for a growing world population while working to reduce emissions. At first glance, these goals seem irreconcilable. But once one examines the facts, this is exactly what has been going on with natural gas and oil production since the shale revolution: more energy and less emissions due to constant innovation. This industry touches nearly every other industry in creating their materials and reliably transporting their goods. It is filled to the brim with innovative problem-solvers always looking around the corner to the next big challenge." ■

THREE MORE THINGS

1. Our family survived virtual kindergarten in the pandemic, and I still consider it one of our biggest accomplishments!
2. I am a loyal fan of the University of Georgia Bulldogs. I was thrilled to see them win the national championship this year—it was a long time coming.
3. I love building and fixing things. My husband and I renovated our first home largely ourselves.

ROBIN FIELDER

Executive Vice President, Low Carbon Strategy and Chief Sustainability Officer
Talos Energy
Houston



To be successful in running oil and gas companies, Robin Fielder strives to be the kind of boss that motivates her team through the hard times and celebrates them in their victories.

Having served in high-ranking roles at several major public companies, such as Noble Midstream Partners, Western Midstream Partners and Anadarko Petroleum Corp., Fielder understands the keys to successfully running an oil and gas company. Before coming to Talos Energy, she held CEO positions at both Noble and Western after spending almost two decades at Anadarko.

Getting started

“I liked leveraging technology and solving problems. My dad worked in a chemical refinery and encouraged me to become an engineer so I could ‘be the boss.’ Being named CEO and a board member for two different public companies [was a big career milestone]—taking on new challenges, getting out of my comfort zone and being willing to ask for what I wanted. Then [my goals were to] stay focused and show my skills and expertise through my work product. Today [my goals are to] be a better listener, aim to give attention and celebrate the team’s work product. A highly motivated team with a clear vision and strategy can conquer a lot and really outperform.”

Always learning something new

“Working the Independence Hub project during startup in 2017-2018 in the Gulf of Mexico [was a memorable experience]. [Other memorable projects included] promoting partners into our Haynesville Shale exploitation and exploration program and leading my organizations through the uncertainties of mergers, integrations and a pandemic. Moving into finance roles with an engineering background and external engagement, it’s about more than you and your company. I have been a member of the Society of Petroleum Engineers since 1998, and there are always ways to get back to my technical roots and learn something new and find ways to give back and pay it forward.”

Advice and mentorship

“You can learn from just about anyone you are around. ‘Never sell yourself short’ and ‘don’t

sweat the small stuff’ stand out [as best advice I’ve received]. Also, know your audience so you can modify your approach. Be adaptive and willing to step outside your comfort zone. Ask for and accept different roles, seek the perspectives of your formal and informal mentors, and they don’t have to be on the job. Show up, participate and add value. You will be respected if you do these things, hold your own in a professional manner and treat people well.”

Energy transformations

“We have solved big problems before and are well suited to future ones. Energy serves a high purpose to benefit society, and we can continue to improve how we brand our sector. [Industry transformations we can make include] better defining our purpose and telling our story on what we bring to society, get our story and positive message out there, and providing plentiful, affordable, reliable energy while continuously finding ways to minimize our environmental footprint. And now, participating in decarbonization efforts by leveraging our skillsets and expertise.” ■

THREE MORE THINGS

1. I am a breast cancer survivor—more than a decade cancer-free now!
2. I am a fitness enthusiast and sun-lover; my Peloton is outside. I don’t really have a sport, but I love to mix things up and challenge my body.
3. During remote work, I got into podcasts while walking my dogs, which was an easy way to learn about the energy transition space. [The dogs] miss me now that I am back in the office.

Meet the Honorees

SOPHIA FRIESE

Head of ESG
EnCap Investments LP
Houston

Sophia Friese is the head of ESG for EnCap Investments LP. Prior to transitioning to this position in 2021, Friese worked on the investor relations and fundraising team for EnCap.

Before joining the firm in 2018, she spent five years working at J.P. Morgan. As her first energy-related job, she spent three years with the company's Corporate Client Banking Group in Houston, working on syndicated leveraged credit facilities in the energy sector.

When asked what motivated her to join the industry, she said, "The people. That was really important to me when I was in college recruiting for my first job. J.P. Morgan was a great place to start my career. I was able to build a solid foundation in finance and energy and some of my closest friends today are from my time there."

Friese also spent two years in the Investment Banking Group in New York, focusing on M&A advisory and public capital raises in the consumer retail sector.

Friese holds a bachelor's degree in accounting from The University of Texas at Austin and a master's degree from Rice University. She currently lives in Houston with her husband and daughter.

Career path

"Prior to my current role, I worked in our investor relations team, communicating with our investors on all things EnCap. I think that background, along with my experience in accounting and finance, prepared me well for my current role."

Facing challenges

"Seeking the advice of peers and mentors, both female and male, have really helped me problem solve, develop professionally and seek the right opportunities. Those relationships have become invaluable to me throughout my career."

Memorable project

"After MBA school, I moved to New York and worked in a completely different sector, covering consumer and retail companies. One of the most rewarding projects during that time was working on the sale of the yogurt company siggi's to Lactalis. I had the opportunity to work with an energetic and successful entrepreneur on translating his vision for the company into something that



was attractive for potential buyers. Today, I still apply lessons learned from that experience."

Formative experiences

"Each experience has taught me something different. I learned the most when I was being challenged with a new situation, whether that be a difficult project or team member."

Advice for young professionals

"Work hard in anything you do. And invest time in relationships! Make time to take care of yourself too."

New focus

"When I first joined the industry, I just wanted to learn as much as possible. Today I am more focused on building relationships and developing a thoughtful strategy as well as the execution of our firm's ESG initiatives."

Opportunities for the industry

"There are lots of opportunities for the oil and gas sector to implement new technologies and utilize data, especially with regard to emissions. There is also progress to be made in promoting more women and diversity in the sector, which provides balanced perspectives in decision-making." ■

THREE MORE THINGS

1. My grandparents and parents immigrated here as refugees from Vietnam.
2. I grew up on the same street as 28 family members.
3. My husband and I met as analysts in New York during J.P. Morgan's training program.

Making her mark in ESG.

ESG plays an increasingly crucial role in successful oil and gas investing and Sophia Friese is leading the way for EnCap.

Since joining us in 2018, Sophia has demonstrated an impressive depth of knowledge and keen understanding of how ESG positively impacts an investment's financial performance as well as society.

EnCap Investments is extremely proud to have her on our team and congratulates Sophia on her selection as one of 25 Influential Women in Energy in 2022.



ENCAP INVESTMENTS L.P.

Leading Provider of Growth Capital to Independent Energy Companies

ELIZABETH GERBEL

CEO
E.A.G. Services Inc.
Houston

When Elizabeth Gerbel started E.A.G. Services, she was told that a consulting firm specializing in upstream oil and gas was not a wise business move, but she disagreed. Gerbel, who founded McKinley Powell after graduating with her MBA, has seen her company expand over the past 19 years to provide consulting services and outsourcing services (through EAG 1Source) for hundreds of oil and gas organizations.

Throughout her career, she has seen the midstream and upstream sectors evolve through changes such as economic instability and the energy transition.

“I love the complexity of the industry and the ways that technology and data can drive competitiveness and profitability even with the volatility that we have been experiencing over the past eight years,” Gerbel said. “The industry has always been cyclical, but the economic factors impacting oil and gas since 2014 have been extreme. Being part of an industry that never gives up and keeps finding ways to succeed is highly motivating. I want to do my part to drive that success.”

Entering the industry

“My first opportunity to work in energy came early in my career when I was part of Halliburton’s SAP implementation team. Later in my career, I was hired to help select and implement an upstream oil and gas accounting system. The complexity of the industry appealed to me. Since that first upstream project, I have been immersed in the industry, and I learn new aspects of the business every day.”

Projects across the world

“My career has been blessed with some incredible opportunities. For one of our clients, I had the opportunity to travel from Houston to Baku, Azerbaijan, to Jakarta, Indonesia, and to Bakersfield, California. In each location, I learned about the unique drilling programs, production operations and business requirements. On other projects, we assisted startup oil and gas companies design their technical infrastructure, select and negotiate their software licenses and implement all of their systems and interfaces within the span



of six months or less. Those projects were crazy fast, but when we finished, a company existed where before there had only been a few members of the management team. Being part of the birth of a company is an amazing experience.”

Trailblazing upstream consulting

“When I first started E.A.G., I just wanted to prove that the company I envisioned could be both profitable and valuable to the industry. Many people told me that there was no room for a consulting firm that specialized in upstream oil and gas, which was our focus 19 years ago. It took years to achieve repeat business and become known as a consulting organization that could be relied upon to execute complex projects successfully. Now I envision E.A.G. becoming a cornerstone of the industry where we assist our

THREE MORE THINGS

1. I love to read about completely random things and start conversations about what I’ve learned.
2. I have lived my life focused on the future and all the possibilities that the future offers. Risks and obstacles are just problems to solve and make life interesting.
3. I love to laugh and make other people laugh. Business is serious stuff, but it should still be fun.

clients in achieving their strategic and operational goals on a day-to-day basis in addition to leading and executing their complex special projects. We are dedicated to being there to support our clients regardless of commodity prices and changing market forces.”

Gaining respect

“I consider myself successful in navigating through the trifecta of male domination: consulting, IT and energy. Early in my career, I focused on doing the best job that I could and learning as much as I could while ignoring behaviors that were inappropriate or misogynistic. I picked my battles and stood up for myself and earned my colleagues’ and clients’ respect. It was clear to me, even early in my career, that the world was changing, even for oil and gas. Now my clients are focused on building diversity into their workforces and creating organizations that their daughters would want to join. It is not perfect, but we have come a long way in the last 20 years.”

“My clients are focused on building diversity into their workforces and creating organizations that their daughters would want to join.”

—Elizabeth Gerbel

Advice for young professionals

“The energy industry is not disappearing. It is maturing, and we need top talent to design and implement new business models that align with changing global requirements and demands. Young professionals who can identify new solutions to generate financial health, minimize environmental impacts and maximize competitiveness in the face of commodity volatility are essential. For those who enjoy learning and solving complex problems, this industry can provide a career full of amazing opportunity.” ■

Meet the Honorees

EAG

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CONSULTING

BACK-OFFICE OUTSOURCING

IT OUTSOURCING

TO THE UPSTREAM & MIDSTREAM OIL & GAS INDUSTRY

ANGIE GILDEA

National Sector Lead,
Natural Resources & Chemicals
KPMG LLP
Houston

With the intention of using her biomedical science education to go into healthcare consulting, Angie Gildea was pleasantly surprised to find herself loving working in the oil and gas industry. She began her career in Houston with a project within the energy sector and “has not looked back” since then.

Consulting for the energy sector, starting at Accenture and most recently at KPMG, has taken Gildea from onshore fields in Texas and New Mexico to the Alaskan North Slope. She said that exploring the onsite locations is one of the most exciting things about working in oil and gas.

“I love the complexity of the business and all the challenging problems to solve,” Gildea said. “Energy is a global business, and I love the opportunity to work with colleagues all over the world. But most of all, I love the people who work in energy. Early on, I spent much of my time out in the field, and I loved that aspect of the job.”

Working mother

“My biggest challenge has been that work-life balance as a working mom. When my daughter was born, I worked part-time for four years and was really grateful to have the flexibility. After my son was born, I was a single mom for several years with small children, so the pressure of supporting my family but also having to come home and do all the parenting was exhausting at times. Fortunately, I have worked for companies that have been incredibly supportive and have realized the value of diversity in their organizations. That resulted in confidence in me to ask for what I needed at various times in my career.”

U.S. energy lead for KPMG

“My most significant milestone is the role I currently have as the U.S. energy sector lead for KPMG. It is one of those roles where I feel truly fulfilled. In addition to serving as lead client partner for one of our most strategic energy clients, I also have the opportunity to take a long-term view of the industry as we work to define our company’s strategy and build industry depth within our team.”

Make everyone successful

“I have been incredibly fortunate to have learned from so many inspiring and wonderful individuals during my career ... from the office managing



partner who shared the importance of identifying your personal values and sticking to them to the younger ‘reverse mentors’ that are continually teaching me new perspectives. A mentor once told me, ‘Find people that you love, and work like crazy to make them successful.’ For me, this applies to internal co-workers as well as clients. What I love about this focus is that it tends to bring true fulfillment in my work. In business, the secret sauce is really about establishing long-term relationships.”

Goal shift

“It’s only natural that early in your career, your goals are more inward looking—to the next level, the next role, the next promotion. And I was no different. But at some point, the goals start to shift. I want to create long-lasting value for my clients and my company, I want to work on creative and interesting work, I want to help someone else get the promotion, I want to be a good steward and leave my firm in a better place, etc. So I think my goals have shifted from being inward focused to being focused on creating something sustainable.” ■

THREE MORE THINGS

1. One of my passions outside of family and work is traveling, ideally to a beach destination that offers the opportunity to enjoy scuba diving.
2. I am an avid football fan and a proud season ticket holder for the Texas A&M Aggies.
3. I am a technology geek! Some women buy shoes or purses; I buy technology.



25 Influential Women in Energy

“ Growing up in Texas, I was surrounded by the oil and gas industry, yet I didn’t really know of any women who chose career paths in energy. Fast forward to today and I am inspired and empowered daily by the countless women leaders in energy that I get to call my mentors and trusted colleagues. I’m thrilled to be part of this incredible group of women as one of the 2022 Oil and Gas Investor Influential Women in Energy. ”

Angie Gildea

*National Sector Leader,
Energy & Chemicals*



SASHA W. GUMPRECHT

VP Business Development
SJ Resource Partners
Houston



Born and raised outside of Seattle, where everyday life takes place in the shadow of both active and dormant volcanoes, Sasha Gumprecht has always had a love for the outdoors. After graduating with a bachelor's degree in geology from Southern Methodist University, she spent a year abroad as an ESL teacher in Prague, Czech Republic, and Saint Petersburg, Russia. There she discovered that she would ultimately love to combine her passions for geology and travel into a career in international oil and gas exploration. She went on to complete her master's degree in petroleum geoscience at Royal Holloway University of London and then her MBA at Rice University in Houston.

"The oil and gas industry first caught my attention after taking an undergraduate geology course from an esteemed guest lecturer and industry legend, Marlan Downey, where his instruction on solving problems that combined both scientific and economic analysis sparked my undivided curiosity," Gumprecht said.

Her first energy-related job was working as an entry-level geologist for a consulting firm, where she handled prospecting work for client projects. Now she serves as vice president of business development with SJ Resource Partners.

She lives in Houston where her hobbies include CrossFit, elk hunting, hiking and traveling. She also volunteers with her dog at a critical care unit through Therapy Pet Pals of Texas and is a "Big Sister" through Big Brothers Big Sisters.

Formative experiences

"During my first job related to oil and gas, I had two wonderful mentors, David Scull and Howard McLaughlin, who took me under their wing to show me the ropes of what the industry was and how oil and gas worked. Without that base level understanding and guidance, I would have never been able to take the leap from what I knew with an undergraduate geology degree into translating that knowledge to a job."

No disparities

"I have never thought of it being an issue between male and female, and I think a lot of that mindset comes from the environment I grew up in. Both my parents had successful careers in the medical

field, with my grandmother starting her career as a doctor back in the '40s. So, I grew up thinking it was normal for women to have successful careers, and I've never known any different. My sister and I were given the same opportunities as my brothers and were treated equal by my parents, so it never crossed my mind that there was a disparity between the two genders or that I was different from the guy sitting next to me."

Career success

"As an executive with SJ Resource Partners, I am directly responsible for generating leads and actionable acquisitions for investors in multimillion-dollar deals. I have been able to leverage my extensive industry network I've built up over the years to secure and expand our business development activities. What has been most beneficial to my success has been having an unusual combination of skills with a background with technology, management consulting, technical science and an MBA as well as working with a brilliant team with extensive industry knowledge.

I have found success in roles that are centered around solving complex problems whether it be finding the best prospects or helping clients develop and implement an actionable solutions." ■

THREE MORE THINGS

1. I taught English at a business-language school in Saint Petersburg, Russia.
2. I was a national and world-level horse riding competitor in high school.
3. I was voted 'Most likely to continue studying after graduation' by my Rice MBA classmates.

MORGAN HAGER

Vice President of Health, Safety, Environment and Regulatory
Chesapeake Energy
Oklahoma City



A well-rounded and versatile member of the energy community, Morgan Hager has brought her engineering and leadership expertise to the upstream, downstream, midstream and renewable energy sectors.

“I really enjoy engineering and am lucky to have found my way into this field of study,” Hager said. “Growing up, my only exposure to engineering was that they were the men standing next to road construction with a clipboard. I had no idea the vast opportunities that existed within engineering.”

In addition to balancing her work at Chesapeake and caring for her stepdaughter, Hager also serves in the Central Oklahoma chapter of the American Heart Association, as she strongly believes in the importance of educating the public on improving heart health.

Industry transformations

“Fresh out of graduate school, with an environmental engineering degree in hand, I wanted to make a positive difference in the world, and the oil and gas industry provided that opportunity. In 2008, the industry was poised for change. There was an energy and ecological crisis merging creating the groundwork for new ideas and innovation.”

Implementing HSER

“One of my most memorable milestones is the first time I managed a team, and we achieved our goal. It was very early in my career, and we successfully integrated a health, safety and environmental management program into a new business unit. It was definitely not an easy task. However, by working together and leaning on each other’s strengths, we were able to make it a very successful, and mostly painless, process. I learned a lot about myself and leading from that experience.”

Working as a team

“Transitioning between departments and companies has provided me with exceptional leadership experience. These changes gave me the opportunity to face new challenges and develop my problem-solving skills. They also helped broaden my knowledge base and, more importantly, enabled me to balance integration of new thought with disruption. It’s that balance that has driven my leadership forward. From redesigning refinery

fuel gas systems to building an air compliance program to developing a sustainability strategy, my most memorable projects have been rooted in the teams I was fortunate to be a part of. I have wonderful memories of intense work and problem solving, leading not only to business results, but also to lasting professional relationships.”

Diversity is key

“As the race to net zero unlocks inclusive, sustainable growth, it will be critical for the industry to provide a solid platform for cognitive diversity in all aspects of the business. Success will have a foundation in creative abrasion, failing forward, calculated risk management and innovation. I firmly believe that the only way we will achieve the goals our companies, our investors and our employees have is for us all to embrace a more diverse workforce with a variety of ideas to achieve the innovation we need. We are working in an ever-changing landscape that has unlimited potential to shape our world’s energy and environmental future.” ■

THREE MORE THINGS

1. I love the Arkansas Razorbacks. Winning or losing, they are my favorite team to cheer and support.
2. One of my favorite things to do in my free time is fish. Some of my best memories growing up were fishing with my parents on all the beautiful Arkansas lakes.
3. I have had the unique experience to work in the downstream, midstream, upstream and renewable sectors of the energy industry across 11 states and six countries.

Meet the Honorees

JANELLE L. HARRE

CFO
SPM Oil & Gas, a Caterpillar company
Fort Worth, Texas

According to Janelle Harre, the key to a successful career in any field, including oil and gas, is having a positive attitude and embracing new challenges and opportunities as they come. As her company has continued to evolve since she began working there straight out of college, she has led her teams through each change with a confident demeanor.

With more than 20 years of experience with Caterpillar, Harre has held several different positions within the company. She currently leads the finance and IT organization SPM Oil & Gas, which was acquired in early 2021. In this leadership role, she has cultivated a safe and welcoming work environment for her team.

“Acquisitions at any time lead to lots of extra work. However, an acquisition during a pandemic has added a whole new level of challenge,” Harre said. “It has been rewarding seeing the team come together and form bonds allowing them to work together effectively when a large portion of the team has only met virtually.”

‘Making progress possible’

“For Caterpillar, oil and gas is a very important industry. My favorite tagline of Cat’s has been ‘making progress possible.’ In an accounting and finance role, you can feel far away from the product, but being part of a company that has the global impact of Caterpillar and SPM Oil & Gas is very fulfilling. We are part of progress.”

Team transformations

“Over the last 20-plus years, my goals have definitely changed. I am not sure I knew what taking a job at Caterpillar right out of college would offer me, but 20 years later, I am pleased with what I have achieved. Shortly after the birth of our second child, I moved from a technical accounting role back to a role supporting the business. It was truly the first time I felt like I had a seat at the table rather than a supporting role. It was also a team who had an adversarial relationship with accounting. I was able to lean on prior experiences and focused on communication to repair the relationships and moved toward a business advisory role based on trust. Looking back, the transformation of how our team supported the business is one of my proudest accomplishments.”



Success with sustainability

“Working with people who are looking to solve problems and innovate is very motivating. Sustainability is one of our values, and our team members are critical to our long-term success in achieving our ESG goals and helping our customers achieve their goals. Some might consider it a challenge, but our team focuses on the opportunity.”

Confidence and positivity

“As women, we can face challenges in any industry, whether it be a male-dominated industry like oil and gas or a more gender-balanced industry. Confidence is important, and being a positive voice for yourself in your head even on the days when you start to question yourself is very important. I remind myself of some of the statistics like men needing only 60% of qualifications to apply for a job when women feel like we need 100% of the qualifications. It’s OK to step into an uncomfortable situation, and it’s OK to do it confidently.” ■

THREE MORE THINGS

1. I love to cook. I just wish my family was more adventuresome in their eating.
2. I am a poor speller. My mom thought I might not pass fifth grade because of a spelling test where I missed different words every time I took it.
3. I love to vacation plan. I want to get my kids to all 50 states before they graduate. They are at 37 and 36 states visited.

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Riveron's focus is on realizing the unimagined potential in any client situation. The unique capabilities and experience of the women in our Energy practice make that a reality daily.

HELEN MASON

Managing Director and Denver Market Leader



TALOS
ENERGY

We are thrilled to celebrate Talos Energy's Robin Fielder as one of Oil and Gas Investor's 25 Influential Women in Energy.

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"Talos Energy is a proud supporter of all women in the energy industry and is committed to creating a work environment where everyone can grow to their full potential."

Robin Fielder – EVP, Low Carbon Strategy and Chief Sustainability Officer, Talos Energy



Innovation
& Leadership

JENNIFER HOFFMAN

Vice President of EHSR & Communications
Olympus Energy
Canonsburg, Pa.



Holding several different roles within different companies in the energy industry has given Jennifer Hoffman a well-rounded perspective of the many varying facets of the sector and the challenges that come with each position. At every company she has worked, she was able to implement her effective and compassionate style of leadership to boost morale and enable productivity within each team.

“Today, my goals are far more external and team-focused, though still entail learning: 1. To foster Olympus’s culture and ensure that collaboration and engagement continue to grow, even as we have the ability to work remotely; 2. to create authentic connections and help my team do so also; and 3. to help my team develop professionally and personally,” Hoffman said.

Branching out

“My colleague at the [Susquehanna River Basin] Commission, Mike Brownell, took a position at Chesapeake Energy in its Appalachian business unit in 2010. When Mike moved to Oklahoma City to take on a larger role at Chesapeake, he hired me to fill his place at Chesapeake as the regulatory affairs adviser in Pennsylvania. I’m still grateful for the opportunity, as it has certainly allowed me to learn, grow and live in a larger world.”

Leadership development

“By far, the most formative professional and educational experience that I’ve had was an 18-month-long leadership development program, led by Dr. Marla Sanchez of Spectrum Development, when I was the regulatory director at Chesapeake Energy. This program helped me to exponentially grow my emotional intelligence, leadership abilities, conflict resolution skills and understand my team.”

From adviser to EVP

“I’ve always seen myself as an adviser, and I’m very comfortable in that role, so when Chris Doyle, my previous executive vice president at Chesapeake, asked me to join him as the vice president for EHS and regulatory when he accepted the CEO and president role at Olympus in 2016, I was both thrilled and trepidation. Chris is someone that I deeply respect and admire, as well as genuinely like, so I absolutely couldn’t

refuse. I never saw myself in a VP role, but I’m thrilled to be operating in it.”

Facing challenges

“Throughout my career, I’ve been either the only woman or one of the very few women in the room, whether that was at a biology conference 25 years ago or a board meeting a few months ago. With this comes a variety of concerns from figuring out how to pee in the woods when doing a site inspection with your male colleague to strategizing about how to increase the presence and voice of the women in your organization. Building my emotional intelligence and being aware of my triggers has allowed me to effectively communicate and navigate difficult situations. But it’s also a fine line to walk, particularly when first starting out as a woman in the energy industry or in the science field, as you don’t want to be seen as someone who can easily be ignored and discounted or someone who doesn’t belong at the table or as a little girl who needs to be protected or as the proverbial witch to be targeted. I’ve found that being clear, kind, and curious generally works as an effective approach in any situation.” ■

THREE MORE THINGS

1. I recently began working toward a Master of Liberal Arts in industrial-organizational psychology at Harvard Extension School.
2. I will read anything, but I love to read cookbooks, historical fiction and trashy vampire novels.
3. In 2020, I placed a Little Free Library and Little Free Pantry in front of my house. I stock these with free food and books that are available at any time, no questions asked or appointments needed.

SETTING NEW STANDARDS FOR ENERGY DEVELOPMENT, THAT'S THE DRILL.

The Olympus Energy Team would like to recognize **Jen Hoffman** for her achievements and congratulate her for being recognized as one of **Hart Energy's Most Influential Women in Energy**.



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HILLARY H. HOLMES

Partner and Co-Chair Capital Markets Practice
Gibson, Dunn & Crutcher LLP
Houston

Hillary Holmes is devoted to being a role model for other women in the oil and gas industry. In addition to her work at Gibson, Dunn & Crutcher, she is also a passionate advocate for finding legal representation for everyone who needs it as well as representing female victims of domestic violence and children in need of shelter.

One of the best pieces of advice she can offer young female professionals is to learn from career challenges and grow from those experiences.

“In each loss, there is a lesson to be learned,” Holmes said. “For every loss I have experienced, I have become a better lawyer, a better entrepreneur and a better leader. It is good to be reminded you must bring excellence to every business situation. It is good to embrace the opportunity to improve. And it is good to realize you are never done improving.”

Returning to the stomping ground

“I am a fourth-generation Houstonian, so I knew I wanted to return to Houston for my law practice after going away for college and law school. I wanted to contribute to the growing economy and be part of its lifeblood. As a corporate lawyer 20 years ago, that meant doing deals in the oil and gas industry. I was fortunate to start my practice at a time when there was a large volume of capital markets transactions for energy companies, especially MLPs, and we were right in the middle of it.”

Women who came before

“I am fortunate to have strong women in my family who served as mentors throughout my life. My mother went to law school after I was born and, despite the odds, worked her way up to senior partner with another big law firm in town. She served as a role model of a successful woman in a male-dominated profession and taught me the importance of being the consummate professional. My two grandmothers have served as wise counselors, teaching me to be thoughtful before acting and to treat everyone with respect.”

Facing adversity

“I was definitely excluded from certain



opportunities because I am a woman, sometimes overtly so. I have learned not to waste energy on negativity and to turn my focus to more constructive opportunities. I played the long game, especially in this close-knit industry. I believe in keeping a friendly but professional demeanor, understanding my clients’ needs and working hard to find creative solutions. Intelligence and class are the best comeback to a patronizing comment. I have learned not to be afraid to ask for the opportunity when I know I can add value.”

Navigating the future

“The energy industry is facing new challenges and entering a new era, from a dynamic regulatory landscape to shifting strategies to access capital. I am passionate about assisting the industry in leveraging opportunities and guiding them through ESG, capital raising, M&A, governance and other complex issues. I am motivated by the chance to help clients pursue new initiatives, manage risks and navigate challenges. Together we are shaping the future. Every day in this industry presents something new and exciting. That’s why I love it.” ■

THREE MORE THINGS

1. I love to ski in the winter and hike in the summer with my boys and my husband.
2. I am an ace at James Bond trivia.
3. If I weren’t a lawyer, I would be an architect or serial entrepreneur. I just love to build things.

Honoring and Celebrating Women in Energy

CONGRATULATIONS TO



HILLARY H. HOLMES

Partner and Co-Chair – Capital Markets Practice

**ON BEING RECOGNIZED AS ONE OF THE
25 INFLUENTIAL WOMEN IN ENERGY**

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JOSETTA JONES

Chief Diversity & Inclusion Officer
Chevron
San Ramon, Calif.

With a passion for equal opportunity in the workplace, Josetta Jones has used her 20-year career with Chevron to cultivate an inclusive environment for all. Though she originally had ambitions of being a broadcast journalist, she changed her mind after attending science and engineering camps during the summers of her youth.

Although she has faced biases as a woman of color working in a typically male-dominated area of STEM, Jones has used her position as chief diversity and inclusion officer as a platform to bring awareness to this issue.

“If you are in an industry like oil and gas that has been male-dominated for 150-plus years, unfortunately, women are going to face headwinds like marginalization and gender bias,” Jones said. “However, what has worked for me is to not only meet those situations with grace but to also make sure they serve as learning moments.”

From journalism to STEM

“I initially thought I wanted to study broadcast journalism after being on TV as a kid newscaster for three years on Channel 39 News in Houston. However, my mom, a college professor who had a love for math and science, also wanted me to be well-rounded and had me spend summers attending science and engineering camp at Texas Southern University. Ultimately, I ended up studying chemical engineering at Northwestern University, and I spent a summer as an intern and full-time junior engineer at a petrochemical plant in Channelview, Texas. While in my senior year of undergrad, I went to a National Society of Black Engineers chapter meeting where a speaker talked about going from an engineer to a patent law attorney. That changed my career trajectory and ultimately led to me earning a law degree at Texas Southern as well as from George Washington University and becoming a patent attorney at Chevron.”

High risk, high reward

“My legal education has helped me think about risks and how to mitigate them irrespective of the issue. When I was in law school, I also participated on my school’s moot court team. That training, even though I was not going to be a litigator or appeals attorney, helped me hone my presentation skills.”



Facing challenges

“I was on a business trip in Europe with two of my clients—all women around the same age and my male law colleague nearing retirement who reported to me. When I got to my seat on the plane, the gentleman next to me asked what the purpose of my travel was. I told him that I was on a business trip with my colleagues. And he said, with a straight face, ‘Really? I saw you all in the lounge and thought that perhaps you were the older gentleman’s travel companions.’ My clients all had chemistry degrees and one had a Ph.D. in organic chemistry, and the older gentleman reported to me. This was in 2015.”

Stay the course

“In many ways, I knew that as a woman—especially one of color—that a career in the oil and gas industry would have me in many spaces where others don’t look like me. Today, as an executive, I want to help other women to survive. I want to be their cheerleaders and advocate for them. Although the energy business has been around for a long time, young professionals may feel like the energy industry has nothing exciting to offer. But as we embark upon the energy transition, there is a lot of ‘energy’ around the industry’s new initiatives.” ■

THREE MORE THINGS

1. My first job was a junior newscaster for Channel 39 News in Houston.
2. Many years ago, a friend and I started a customized swimsuit business.
3. I played tennis with U.S. Open and Wimbledon champion, Tracy Austin.

KAREN KEARBY

Director of Energy Trading
AEGIS Hedging Solutions
The Woodlands, Texas



Throughout her energy career spanning more than 25 years, Karen Kearby has remained humble as she has risen through the ranks to a directorial position. While she credits her father for her initial interest in the sector, she has her mother to thank for supporting and mentoring her throughout her career.

Kearby said her “perseverant and confident” attitude has served her well through times where she’s been the only woman in the room, and it has allowed her to be the kind of mentor to young professionals that she envisioned.

“This is a dynamic industry. The most important advice I could share is to continue to be intellectually curious,” Kearby said. “Never miss an opportunity to jump in and help, even if it is outside of your comfort zone. You never know what there is to learn on the other side, especially if you don’t leap.”

Energy runs in the family

“I am a native Houstonian, aka the energy capital of the world. My dad graduated from Texas A&M as a petroleum engineer. So when I graduated with a degree in accounting from Texas A&M, the energy industry felt like a natural fit. I guess you could say it is in my blood.”

Improving ESG

“A year ago, most of us had no idea what ESG stood for. Fast forward to the first of this year, our company acquired a leading trader of environmental credits. With this addition, we can now assist companies in evaluating and offsetting their environmental impact. This new project has helped educate me and build my awareness of the challenges facing our industry and what it will look like moving forward.”

Mentorship

“I want to be an approachable mentor, one that inspires problem-solving and teaches perseverance and a forward-thinking mentality. I want to communicate that life does not present us with problems, only challenges, and above all to be respectful of others and yourself. I have had the opportunity to work with some fantastic and brilliant people in my career. However, my most influential mentor was my mom. My father passed away when I was young, and my mother became a single parent. She taught me to be

resilient and respectful. The most important lesson she taught me is that you can accomplish anything if you are persevering and work hard.”

Through boom and bust

“The resiliency of this industry is amazing; I have lived through countless boom and bust cycles. In my role at AEGIS Hedging, we assess and mitigate risk for each client based on their individual financial goals and help them create a unique financial plan or strategy to meet their goals. This is super exciting. We are helping to solidify the future cash flows of our clients so they can continue to produce affordable energy, which improves everyone’s quality of life. The last two years have taught us that we can work and connect from anywhere, and the ability to adapt to change is crucial. Technology was an essential part of this transformation. This was a massive differentiator for our clients as we enabled them to access key financials on Aegis’ secure platform. Now, it is time to step up and start our journey to lowering our carbon footprint. Fuel is important for everyone. Our industry’s job is to provide the most environmentally friendly and economical power for our future as the energy transition begins worldwide.” ■

THREE MORE THINGS

1. I have run more than 40 marathons.
2. Our family has a menagerie of animals, including dogs, cats, horses, chickens and a parrot.
3. You typically will not see me sitting still. I would rather be running, hiking or biking.

Meet the Honorees

CHRISTINA KITCHENS

Founder and Managing Partner
3P Energy Capital
Dallas



Between founding 3P Energy Capital and advising on energy litigation and governance matters on the side, Christina Kitchens brings a no-nonsense work ethic to the oil and gas industry.

Her family was widely involved in oil and gas, so she also became involved in the field at an early age. She designed layouts for oilfield services supply catalogs in high school, and she started an oilfield hot shot services firm while attending college full time and working another job.

Despite her family’s “ups and downs” industry experiences, Kitchens was drawn into energy finance after steering clear of the space as a young professional, and later she shifted into energy capital as she saw opportunities develop in the marketplace. Amid the chaos of the COVID-19 pandemic in 2020, she created 3P Energy Capital to provide capital and advisory services to the energy industry.

“Launching 3P Energy Capital in the midst of COVID-19 is my most substantial career milestone yet,” Kitchens said. “I had been vetting plans for nearly a year and thinking about the future of energy capital and its opportunities and challenges. 3P was launched to get ahead of what I felt to be an evolving energy segment and to create tangible value for our clients, partners and the industry.”

All roads lead back to energy

“Having seen and experienced the energy industry’s hardships in the ‘80s and ‘90s, I went into banking specifically to diversify away from the field. While I was at Citibank, an internal mentor convinced me to get involved in an oil- and gas-lending project, feeling it was a good fit. If not for that, I may have never made the jump. I am glad I made the move as I’ve had a great time in this space, and I can’t imagine doing anything else.”

Family office relationships

“Our family office practice has been the most interesting development with its unanticipated exponential growth via our deep relationships that existed ahead of 3P’s launch. We discovered the more we teamed up with family offices, the more offices reached out to 3P inquiring on ways we could work together on their energy assets, A&D activities, allocation goals and investment objectives.”

Stepping up to the challenge

“I am the first to raise my hand to take on tough projects and more responsibility. At times, I have an initial stage of ‘What the hell did you just take on?’ but then resolve to figure it out. As a result of this willingness to take on more, I have built three energy finance divisions, along with portfolio management, petroleum engineering groups, commodity trade desks, syndication services, other specialized lending, an investment bank and ESG finance products.”

Lift and lead

“I will not say I’ve not had an issue [as a woman in energy], but none that could not be resolved with thoughtfulness and perhaps a bit of charm. When confronting issues, I try to lift others, lead with empathy and persuade without belittling or defeating. That being said, I have been told I don’t suffer fools gladly by my peers, staff and leadership on more than a few occasions. I will intervene in situations where I see wrongdoing, dishonesty or bullying—I simply can’t tolerate it.” ■

THREE MORE THINGS

1. I’ve founded or co-founded two women professional associations, energy leadership groups, an energy trade association and have assisted in leadership of other groups.
2. For several years, I was so focused on professional endeavors and relationships that I unfortunately put my wellbeing to the side. Luckily, I’ve finally managed to achieve the elusive balance, taking better care of myself.
3. My superpower is that I thrive in chaos.

SHELLY LAMBERTZ

Executive Vice President, Chief Culture & Administrative Officer
Continental Resources
Oklahoma City

Originally from Enid, Okla., Shelly Lambertz found her career beginning in Washington, D.C., where she worked for the U.S. House of Representatives.

Her path then steered to a business that was more familiar. She credits her father, Harold Hamm, with motivating her to join the oil and gas industry. Her first energy-related job was serving as director of human resources and business development adviser for Hamm & Phillips Service Co. from 1996 to 1998.

“Growing up in the business, I was able to see first-hand the tremendous ups and downs of the industry,” she said. “I really appreciate what oil and gas have done to improve the quality of life for so many.”

She then spent the next six years as the executive director of the YWCA in Enid and later served as the COO at Hamm Capital for seven years. She also serves as director of the Harold Hamm Foundation.

Lambertz has served on the Continental Resources board of directors since May 2018, and she was recently promoted to executive vice president, chief culture and administrative officer.

Lambertz holds a bachelor’s degree in business administration from Oklahoma State University. She is married with two sons and resides in Oklahoma City, where she enjoys playing tennis and being involved in her community.

Memorable career projects

“When I served as executive director for the YWCA in Enid, we raised funds to build a shelter for domestic abuse victims. [In addition] during my time working for Congressman Lucas, I was able to support constituents affected by the bombing of the Murrah Federal Building in Oklahoma City by securing funding for their recovery and the establishment of the OKC National Memorial.”

Leadership tip

“I had an awful boss early on in my career who felt powerful when tearing others down. This boss happened to be a woman, and as a woman who believes in empowering others, I often look back to this experience as it taught me what I do NOT want to be as a leader.”



Female allies

“We have to look at our differences as opportunities. Women have unique perspectives to bring to the table. I see this as an opportunity to speak up and add value that may be missed if we weren’t present. We also need to support one another. It can feel incredibly lonely when you’re the only woman in the room, so networking with other women is important.”

ESG efforts

“There is no more important work we can be doing right now than telling the story of our societal impact. What we do every day is truly changing the world. We have a great opportunity to educate consumers on the benefits of affordable, reliable oil and gas. We also must continue to make strides on the environmental front as well.” ■

THREE MORE THINGS

1. My father is Harold Hamm. It’s true what they say about him going from rags to riches, and the kids were right there in rags with him (he and my mom married at the age of 16). It’s a bit surreal when I think about him being famous. Thank goodness, for the most part, the fame hasn’t gone to his head.
2. My husband, Gant, and I went to school together in Enid, but we didn’t know each other until years later.
3. I am an active member at St. John the Baptist Catholic Church and serve on several boards focused on health and education.

Meet the Honorees

CARRI LOCKHART

Board Member, Dril-Quip; Former CTO and Executive Vice President of Technology, Digital and Innovation, Equinor
Oslo, Norway

Carri Lockhart looked up to women in leadership roles until she was able to become one herself. As the first female field production supervisor with Marathon Oil, she worked hard to cultivate a progressive and developmental environment for her women colleagues to learn and grow within their field.

Working in oil and gas has taken Lockhart all across the world, learning new skills in each place. After growing up in Montana, her career allowed her to work on projects in Alaska, Nigeria and Angola as well as in Norway for her former high-ranking role with Equinor.

“I don’t think I would be where I am today without being flexible and taking on some of the roles I did,” Lockhart said.

Lockhart will be moving back to the U.S. soon. She recently stepped out of Equinor’s Corporate Executive Committee to move home but will stay with the company until June 30.

“My family and I moved every two to three years my entire career,” she said. “There is no doubt that we did make personal sacrifices. However, my husband has always been very supportive. I met some great people, experienced wonderful places and worked on fantastic opportunities.”

She and her husband of nearly 22 years share four children together.

From NASA to Nigeria

“I had great aspirations to become an aeronautical engineer then work for NASA. However, I received a scholarship for petroleum engineering, so I decided to enroll in petroleum and complete the basic engineering courses prior to transferring to aeronautical. My first internship sealed the deal. I have had some great projects and roles in my career. Perhaps the most memorable are projects in Lagos, Nigeria, and Luanda, Angola. It was less about the project and more about the people. These experiences gave me a different perspective on many things, including dilemmas we face today in the energy transition related to energy security.”

Developing executive-level skills

“Even before I joined the industry, I knew I wanted to be an executive. I was even bold enough to mention it in my first job interview. As an executive, I want to make a difference in the



“Field experience is where you really learn the fundamentals of safety and operations. I use those fundamentals every day. My advice: spend time getting your hands dirty in the field.”

energy sector, and I want to be a role model who motivates and inspires the next generation of talent, female leaders in particular. I have always been quite purposeful with my personal and career development. I have appreciated that I will learn nearly as much as I contribute to each role. There is always someone with a different skill or perspective in which to grow. Perhaps the most formative were those assignments in which I had no real interest in taking. Never say never. Twice I said I would not work in a particular discipline. In both, I ended up learning a great amount, developing my strategic and commercial skillset. Don’t be afraid to take on roles outside of your comfort zone. These are often the roles that are the most impactful and personally rewarding.” ■

THREE MORE THINGS

1. I was the first female field production supervisor at Marathon.
2. While living in West Texas, I was a volunteer emergency medical technician. I absolutely loved being an EMT.
3. Although I am a thrill seeker, I am afraid of heights!

EMILY MCCLAIN

Vice President of North America Gas Markets
Rystad Energy
Houston

With more than 10 years of experience in the oil and gas industry, Emily McClain is passionate about elevating women in the workplace. She knew from a young age that she wanted to be in charge of big picture projects, and the positions she has held within the energy sector have helped her develop her leadership skills.

In her roles with IHS Markit and Rystad Energy, she has seen that young women in the industry have the tools and advice necessary to tackle a male-dominated field.

“In general, being a woman in a male-dominated industry can be a challenge,” McClain said. “At times, I have felt out of place because I am the only woman in the room, but I have learned to embrace it. We, as women, should be proud in situations like that.”

Love of geology

“The shale gas boom back in the early 2010s occurred while I was pursuing my undergraduate degree in geology in Appalachia, so it certainly sparked my interest with the number of opportunities available in the area and the ability to accelerate my career right out of school. Throughout my undergraduate, my passion for geology grew, but I wasn’t quite sure where my career would take me. It was really the shale industry revolution that solidified my decision to go into the oil and gas industry in the first place because it provided me with plenty of opportunities upon graduation.”

Fostering growth and skills

“I have never worked for a company that has believed in me like Rystad. Our company and people are passionate about the work we do and not only trust in your existing capabilities but truly believe in your ability to grow and strengthen your skills, so the opportunities are endless. If you are willing to go for it, Rystad Energy will help you pave the way.”

Importance of shale

“This industry literally fuels the world. Where would we be without it? I grew up in coal country, so I have always been aware of fossil fuels and the reputations that come with them, both good



and bad. I never felt like going into oil and gas was turning my back on the region, because when I got into the industry, the shale boom was creating jobs and resurrecting our economy. I was and still am proud to be part of that—knowing that I am contributing to a true necessity for our current way and quality of life.”

Outside the comfort zone

“I would encourage other women to begin or continue to take on challenges, get outside of your comfort zone. I presented at a few conferences last year, and it was extremely rewarding to have one or two women come up to me after these talks and basically say ‘Thank you! That was impressive,’ or ‘you made us proud to see a woman present in-depth knowledge here.’ My favorite comment one woman said was ‘I love your brain.’ It’s really encouraging and makes me want to continue showing up. But I recognize this will look different for everyone. I’m not saying you have to get up on stage and present to hundreds of people; just start by stepping outside of your comfort zone, whatever that might be. You just have to go for it.” ■

THREE MORE THINGS

1. I used to part-own a coffee roasting company.
2. I have a passion for historic preservation and have plans to help restore several properties.
3. I plan to write a book with my father on Appalachia history.

SARAH MORGAN

Partner and Co-Head of the Mergers & Acquisitions and Capital Markets practice group
Vinson & Elkins LLP
Houston

Sarah Morgan said entering the energy industry was “more luck than intentional.” After growing up in the panhandle of Florida, she obtained her bachelor’s degree in economics and political science from Rice University in Houston and a J.D. degree from the University of Virginia School of Law.

She now co-heads Vinson & Elkins’ Mergers & Acquisitions and Capital Markets practice group.

“Though I was very proud to be the youngest female promoted to partner at Vinson & Elkins at the time I was promoted, I was also very honored that the firm’s leadership trusted me enough to appoint me as a practice group leader of M&A and capital markets, our largest group,” Morgan said.

She is an experienced securities lawyer who focuses on capital-raising transactions for clients in the energy industry. She regularly advises companies and private equity funds concerning IPOs, debt and equity offerings, M&A and other transactions. Morgan also provides regular day-to-day counseling to her clients on securities disclosure and corporate governance, compliance and ESG matters. She has deep experience with all sectors of the energy industry and regularly presents and publishes on topics relating to the energy transition.

Morgan also serves as a sponsor member of the Houston chapter of Women Corporate Directors, a member of the board of directors and executive committee of the Boys & Girls Club of Greater Houston, and a member of the Clean Tech Leaders Roundtable.

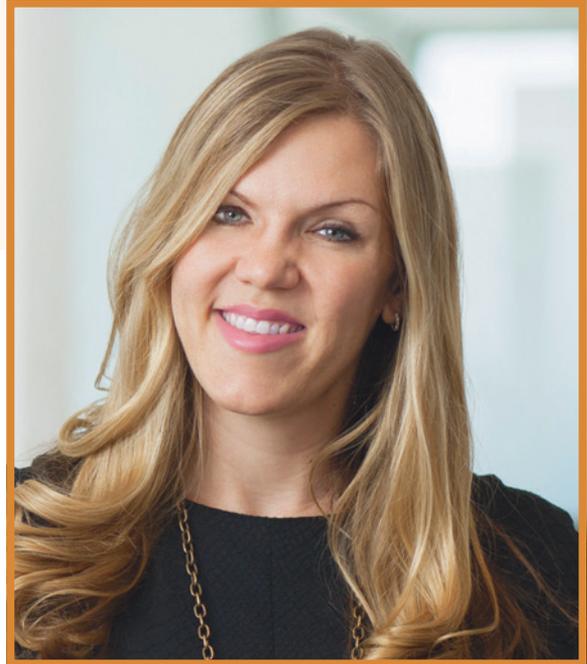
She lives in Houston with her husband, and they have four children together.

Motivation

“What I have always loved about working in energy is that my job is never boring. I joined Vinson & Elkins in 2004 as an associate and in that time have cycled through booms and busts related to everything from geopolitical crises to natural disasters to global pandemics to production shortages to technological innovations. Through it all, I have had the amazing opportunity to help my clients navigate these changes all the while completing large, complex deals.”

Favorite projects

“My favorite projects have always been taking



companies public through an initial public offering [IPO]. The relationships built during these intense processes are lifelong, and work is just generally more satisfying when you develop those really great relationships with your clients. I also love that IPO processes give me an opportunity to really dig in and understand a client’s business and help them tell their story to access the capital markets and next stage of growth. The breadth and variety of both the industries and transactions I’ve experienced in two decades of taking companies public keeps the work fun and interesting too, and so many of the deals I have worked on touched energy in some form or fashion.”

Juggling work and motherhood

“Work did become more challenging once I had my daughter. She is hands down the best thing I

THREE MORE THINGS

1. I spend a lot of time listening to energy and energy transition podcasts and reading research reports regarding the same. I love a good analyst report on a company or a deep dive into a particular sector. My husband is interested in all the same things, so we have some pretty nerdy pillow talk in our house.
2. I grew up a farmer’s daughter in a small town in the panhandle of Florida. I still know more about farming and cattle than any reasonable person should and had an amazing typical small-town childhood that left me with a healthy respect for good people, dirt roads and natural light beer.
3. I have a deep love for themed costume parties. The more obscure the theme, the better. And you better come dressed up.

have ever done, and being the best mom I can for her is my No. 1 priority. Before I had my daughter, there was literally nothing I would say no to—a new deal, flying across the country for a pitch, a speaking opportunity, a work dinner. I was all in and all over it. Now I’m a bit more judicious with my time and priorities, and that sometimes is challenging because I am the kind of person that wants to give 110% to everything, and that just isn’t possible when you have lots of competing priorities. That said, I know that I am a better mom for my daughter when I am working and fulfilled by work and client and peer interaction too, so I don’t spend a ton of time feeling guilty about having a very demanding job. I don’t know that any of that is unique to the energy or legal industry though. I think I pretty much just described most working moms in intense jobs across every industry.”

Energy transition

“What I’m really most excited about right now is the energy transition. Decarbonization of everything is the next mega trend, and it’s here now. And it’s going to require an enormous amount of capital—trillions of dollars over the

“I’m bullish on the energy transition but not at the total expense of traditional energy. I’ve been asked many times to pinpoint the one change required for a carbon-neutral future. The answer is all of the above.”

—Sarah Morgan

next three decades to fund it. I am focused on what that means for my clients, both my clients in traditional energy that are helping pioneer developments in hydrogen and carbon capture and lowering the carbon intensity of the critical products and services they provide and my clients in the renewable and clean tech sector that are going to be a huge piece of advancing decarbonization as well.” ■

Meet the Honorees

Vinson & Elkins

Celebrating Women in Energy

V&E extends congratulations to all industry leaders and innovators being honored! We are especially proud of Sarah Morgan, Capital Markets and Mergers & Acquisitions Partner, for being named as one of *Oil and Gas Investor’s* and *Hart Energy’s* 2022 ‘25 Influential Women in Energy.’

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HILARY PENROD

Partner and Professional Practice Director
Grant Thornton LLP
Tulsa, Okla.

As the only female partner in the Tulsa office of Grant Thornton, Hilary Penrod uses that position to bring awareness to gender inequality in the oil and gas industry. With a career in auditing for 16 years, she has seen firsthand the need for diversification in the energy workforce and strives to be a driver of that change.

“Being the only woman partner in my office presents unique opportunities for me to bring a different perspective on issues impacting our business, our people and our clients,” Penrod said. “I also see this as an opportunity to continue to strengthen and grow our pipeline of women partner candidates in our firm and, specifically, our office.”

She has been able to find motivation when presented with challenging situations as a woman in the industry.

“When I felt intimidated or nervous because only one other person, or sometimes no one else, looked like me during board meetings, I used this as motivation to represent myself and my teams as experts and to demonstrate my knowledge and understanding of the issues being discussed,” she said.

Career inspiration

“During my last year in college, it became obvious to me in my advanced oil and gas accounting class at Oklahoma State University with Dr. Charlotte Wright that the energy industry was for me. She was a small-framed but fierce woman who was highly accredited (e.g., she wrote the textbook we used), extremely intelligent and very experienced. She was a true inspiration to me.”

Climbing Everest

“My largest career milestone so far is definitely my admission into the Grant Thornton LLP partnership in 2018. When I entered public accounting, this was my goal, and after every busy season, I made the decision to stick with it. I thought it would feel like I had finally reached the top, but it seems like it is just like climbing Everest. You have to make it to the various stopping camps, settle in and then start the climb again. Additional goals I have set for myself are to continue to grow my network of clients and prospects, increasing my firm’s revenue growth and creating more growth



opportunities for our employees to learn, develop and grow in their careers.”

Constant learning

“My firm provides amazing opportunities for continuing education and professional education, so I am never short of reaching my continuing professional education minimum requirements. But I certainly learn, understand and grow most as a professional when I am the individual preparing and delivering the training. Being a part of my firm has provided me opportunities to observe and learn from the best. I try to mimic the behaviors others display, learn from them but adapt it to my personal style.”

Future industry transformations

“Increasing diversity of all sorts—in an individual’s backgrounds, ethnicity, culture, color, race and religion—is the key to transformation and growth. Today’s leaders need to embrace and encourage diversity and understand individuals will not

THREE MORE THINGS

1. I love watching Marvel and other sci-fi movies/shows but typically can’t stay awake sitting on the couch in the evenings to watch them all the way through.
2. My next-door neighbor (who I became great friends with during COVID-19 quarantine) and I have perfected making lime margaritas.
3. Nearly every weeknight, my daughter and I watch Wheel of Fortune together, and as of recent, I’ve become enthralled with the game of Wordle.

always look like them or display all of the same success attributes and strengths they have, as well as look for and cultivate talent in new ways and previously untapped locations. Likewise, future leaders of tomorrow need to have the confidence and vision that they don't need to look like their current leaders to make it to the top."

Passionate about the industry

"The oil and gas industry is constantly evolving and adapting, no matter the reason. Industry players figure out a way to evolve and to thrive and still create opportunities in the toughest of times. There are so many changes, transactions and evolution in this industry, and this keeps the work I do in serving our clients and bringing values and insight to management and shareholders interesting and engaging. The importance being placed on ESG is a major opportunity to bring value to shareholders, the community at large and it is exciting to be a part of the evolution for this type of transparent and informative reporting of non-financial information for corporate responsibility."

"There have been countless times in my career when one of my most treasured strengths was necessary—resiliency."

—Hilary Penrod

Advice for young professionals

"Become an expert in your field. Be the person that understands the details and the why, so that people go to you when they need answers. But be humble, collaborate with and learn from others, and ask for help when you're unsure. Surround yourself with people who are smarter than you and learn everything you can from them. Also, everyone's career path and track is going to look different. Just like in CrossFit, there are going to be stronger and faster people than you; try to do YOUR best, and focus on your own development and progression." ■

Meet the Honorees

This is your summit.

Congratulations to Grant Thornton Partner Hilary Penrod on being recognized as one of the **25 Influential Women in Energy**.



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REVATI “RANI” PURANIK

Executive Vice President and Global CFO
Worldwide Oilfield Machine
Houston



As executive vice president and CFO of a global corporation, Rani Puranik realizes that understanding different cultures is key to success. Born and raised in Houston, she spent 19 years living in Pune, India, before ultimately moving back to her hometown, Houston. This experience allowed her to gain a global perspective on the different geographic challenges and strengths of the oil and gas industry.

“At WOM [Worldwide Oilfield Machine], our workforce is diversified and global,” Puranik said. “A variety of cultures brings about broad thoughts and behaviors.”

A champion of empowering people, Puranik also served as CEO of ISHA, the dance company she founded in India when she was only 24 years old. She currently serves as the chair of the Puranik Foundation, a non-profit that provides educational opportunities for youth in Houston and India, in addition to her various responsibilities with WOM.

Family guidance

“Energy comes naturally to me because it impacts every person on this planet. My father, and founder of WOM, advised and guided me to always focus on the customer. We are here to be solution providers. Our role is to make our customers’ lives, and the lives they serve, better and easier. Solutions should be simple to use and designed with the best technologies possible, with quality and safety as the number one priority. In changing times, as cheaper, lower quality and shorter life products enter the market, we ensure customers are given all the information required to make educated decisions that meet the solution they are seeking and offer long-term benefits.”

Industry evolution

“It’s important to understand causes or probes to the cyclical nature of oil and gas as well as interdependency of countries and their priorities. As the industry continues to evolve, it requires a variety of skill sets depending on the markets being served. Remain loyal to your values, be yourself and embrace your qualities and approach, while innovating and interacting with people. There is a place for everyone, and no one can defeat excellence.”

‘Empathy is a strength’

“Women are currently a minority in the energy industry, and as such, we may feel the need to continuously prove ourselves to our peers. After many years in the industry and on this earth, I have learned a few things that I’d like to share with you. Empathy: putting yourself in someone else’s shoes, truly listening and understanding various perspectives is an incredible strength. It allows you to peek into someone’s life without judgment or comparison and empowers you to understand someone else’s position. Everyone has a story, and who better to understand this than women. In the workforce, we can be the change we want to see. Empathy is a strength; it shows others they are being heard and that we care to try to understand. This is a great way to build trust and strong teams for the long term. I’ve been able to share the success of women and men in key positions as they’ve taken this approach—to understand differences, to give the benefit of doubt. This in turn developed loyalty within the teams and long-term stability and commitment for a common purpose.” ■

THREE MORE THINGS

1. I’m a female executive vice president and CFO in oil and gas, and I’m also a certified yoga instructor and Indian classical trained vocalist, musician and dancer. When I was 24, I started a dance company in India—ISHA—to give young girls opportunities, a platform and a voice.
2. I climbed Mt. Everest base camp for my 50th birthday.
3. My debut book, “Seven Letters to my Daughters,” is out in fall 2022.



TIRELESS LEADERSHIP

The WOM team proudly congratulates our own Rani Puranik, 2022 Hart Energy's 25 Influential Women in Energy honoree. As Executive Vice President and Chief Financial Officer, Rani is a true inspiration for excellence in the workplace as well as communities across the globe.

Worldwide Oilfield Machine is a multinational equipment manufacturer specializing in solutions for drilling, testing, production and intervention operations.

WOM
womgroup.com

DIANNE RALSTON

Chief Legal Officer and Corporate Secretary
Schlumberger Ltd.
Houston



A valuable asset in the energy sector’s M&A activity, Dianne Ralston has played a role in several of the industry’s key mergers and joint ventures. From the formation of One-Subsea, a joint venture between Schlumberger and Cameron, to the merger between FMC Technologies and Technip, she has managed the legal side of some of the most impactful transactions in the last decade.

In her role, Ralston has also helped to shape carbon management ambitions within the oilfield services sector—a personal passion of hers.

“I am certain that the oil and gas industry will lead the way on carbon sequestration—a critical component to reach global net-zero ambitions,” Ralston said. “The reservoir knowledge of the oil and gas industry is crucial to ensure that CCS helps meet these targets.”

Joining Schlumberger

“I grew up with a perspective that the oil industry powers an important part of the economic growth engine. When I left private legal practice, I had the opportunity to join Schlumberger. I understood Schlumberger’s global reach and the important technical innovation it brought to the industry, so I felt fortunate to join the oilfield services leader. I recently returned to Schlumberger because I feel that the technology leadership that first attracted me to the company will be a significant part of the decarbonization of oil and gas production and also enable us to be a leader in energy transition as we apply technology advancements to other energy segments.”

Transitioning to C-suite roles

“While perhaps the most significant milestone for my career was the first move into the C-suite by taking the role of CLO [chief legal officer] at Weatherford, I consider returning to Schlumberger also very impactful. Coming back to Schlumberger at a crucial time in the evolution of the industry was important to help build the next generation of leaders in the company with a collaborative and empowering leadership style modeled for me by our current CEO Olivier Le Peuch. This leadership approach creates an environment where our people can innovate and take our industry forward.”

Access for all

“I am very passionate about energy access and the important role that oil and particularly gas will play for the next 20 or 30 years through the energy transition, as the most cost-effective, reliable and transportable form of energy. I recognize the important role that hydrocarbons will continue to play, particularly in the developing world, to ensure that large groups of people who still struggle for basic necessities are not left behind as the world transitions to other forms of energy.”

Be intellectually curious

“A learning mindset requires a certain humility to recognize that you can always expand your knowledge base and skill set. And I believe that a certain amount of humility, coupled with appropriate confidence in one’s skillset, are key ingredients to be an authentic servant leader.” ■

THREE MORE THINGS

1. I will be the commencement speaker at the 2022 graduation ceremony for the University of Houston School of Law.
2. My career has taken me to every continent except Antarctica, and I continue to believe that ours is truly the most global industry.
3. As the child of someone in the industry, I attended four different high schools in three different cities!



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ANNA SCOTT

Co-Founder and Chief Science Officer
Project Canary
Austin, Texas

Driven by the desire to create a cleaner, more sustainable environment, Dr. Anna Scott worked her way from an unpaid intern at a startup energy retailer to the co-founder of an analytics company with the goal of achieving net-zero emissions through methane tracking and reduction.

Dr. Scott has traveled all around the world from Alabama to Kenya in pursuit of projects to reduce the impact of climate change. After earning her Ph.D. in Earth and Planetary Science at John Hopkins University, she co-founded Project Canary to fulfill her belief that harmful emissions can be reduced and eradicated.

“The challenge and opportunities presented by climate change motivated me to roll up my sleeves and try to be helpful,” Dr. Scott said.

Motivated by climate change

“Initially, I wanted continuous emissions monitoring technology to exist in the upstream sector and set a goal of getting just one customer with one well to use the technology. Today, I want this type of technology to become mainstream across the supply chain. The challenge of climate change and the need for the industry to transform its approach to ESG gets me out of bed in the morning. I also love all the friends and colleagues I’ve made in the industry who strive to do the right thing every day, and I’m motivated to help them achieve their emission reduction goals.”

Important career milestone

“Hitting the milestone of deploying 1,000 sensors recently was humbling. I never imagined when we started developing the technology that we’d get this far in such a short amount of time, and I couldn’t have done it without the hard work and support of countless engineers, early funders and, of course, our customers (many of whom are women to whom I’ll be forever grateful).”

Power of empathy

“As a research assistant in graduate school, I learned to bring together groups of diverse stakeholders and to listen to each stakeholder’s different desires, ways of thinking and priorities. I think about the work we do



at Project Canary as serving our customers. While the technical skills I’ve cultivated are important to being able to develop, critique and understand technical solutions, the skills I developed listening and empathizing are the most important.”

Women supporting women

“Many of my first clients were women, and I’ve depended on the support of other women as I brought my sensors to market. I try to pay that support forward by serving as a mentor for women in energy with Techstars and other organizations.”

Crowdsourcing wisdom

“One of the best pieces of advice I read recently was to make everyone your mentor by learning at least one thing from everyone you work for. I didn’t have a single professional mentor, so being able to take one lesson away from everyone helps me to crowdsource wisdom. Look for a big problem where you can make an outsize impact rather than a brand name where you can put in the hours.” ■

THREE MORE THINGS

1. I’m a sixth-generation Texan.
2. My first office job was in high school working in a lab helping scientists study insects.
3. You can find me e-biking around Austin on the weekend.

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- Scott D. Sheffield, CEO, *Pioneer Natural Resources Co.*
- Steve Green, President North America E&P, *Chevron*
- Tony Barrett, Vice President, Exploration, *Continental Resources Inc.*
- Steve Struna, President & CEO, *Bayswater Exploration & Production LLC*
- Mike Oestmann, President & CEO, *Tall City Exploration III LLC*
- Ryan Keys, President & Co-Founder, *Triple Crown Resources LLC*
- Tyler Harris, CFO, *Moriah Energy Investments*
- Michael Hart, CFO, *Rio Grande Exploration & Production*
- Josh Adler, Founder & CEO, *Sourcenergy*
- Bob Barba, Petroleum Engineer, *Integrated Energy Services*
- Jennifer Stewart, Principal Advisor, *Equitable Origin*
- Joe Quoyeser, CEO, *University Lands*
- Dena Demboski, Vice President, Operations, *UpCurve Energy LLC*
- Dr. Megan Pearl, PhD, MBA, Director of Technology, *Locus Bio-Energy Solutions*
- Cameron Brown, CFO, *Validus Energy*
- Sheldon Burleson, Vice President, Southern Region, *Chesapeake Energy Corp.*
- Mark Lumpkin, CFO, *Earthstone Energy Inc.*
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JENNIFER SIMONS

Senior Vice President, Chief Administrative Officer and General Counsel
Parker Wellbore
Houston

Indoctrinated into the world of energy at the early age of three, Jennifer Simons knew she had found her calling. With her family playing different roles in the production side of oil and gas, it was only natural for her to represent the industry in legal matters after earning her juris doctorate.

In addition to the time spent practicing law and being with her family, Simons dedicates a significant amount of time to advocating for LGBTQIA+ adults and youth, reforming the foster care system and ending the AIDS epidemic.

All in

“Growing up in Texas City, I sometimes rode with my grandma to drop off meals to my dad and grandpa at Amoco Oil Company, where they both worked. As a three-year-old looking up at the flare stacks, I asked my grandma, ‘What do they do in there?’ She answered, ‘They make money.’ I imagined them climbing up inside the flare stacks, literally harvesting dollar bills from the walls and thought, ‘I am in!’”

Joining leadership

“Sitting on the Parker Wellbore executive leadership team is something I wanted to do since joining the company as a junior lawyer. I was always open about my ambition and worked hard to have and master the experiences that would make me a valuable contributor on such a team. The culture at Parker Wellbore is very open and egalitarian, so I always had (and took advantage of) access to CEOs, board members and other leaders across the company. I want to pave the way for more people to have the kind of fulfilling, challenging and rewarding career that I have had. We are an industry of people with grit, and there are lots of people who don’t know they would fit right in and help us solve our biggest challenges together.”

Creating a girl’s club

“Perhaps paradoxically (given our industry’s reputation as a good old boys’ club), I confronted more challenges as a woman in the legal industry than in the oil and gas industry. I have been extremely fortunate to work at Parker Wellbore for 12 years, where mentors have always been willing to teach, include, advocate for, sponsor, trust and challenge me in an interesting and ever-evolving



career path. In addition, so many women have come before me to pave the way in the industry, especially women who work for operators and vocally advocate for full diversity, equity and inclusion. While those concepts continue to strike fear in some folks, there is a growing acceptance in oilfield services because whatever is important to our customers has to be important to us.”

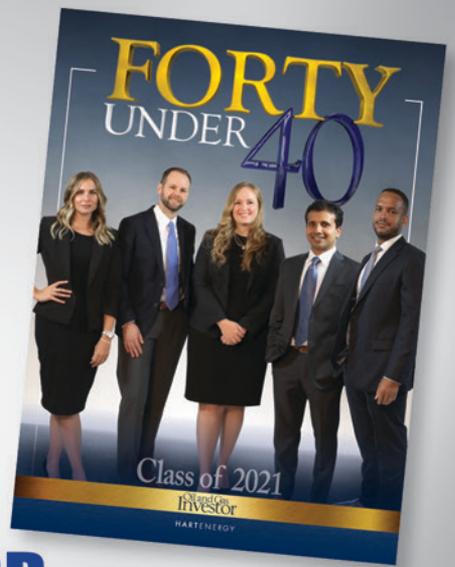
Connecting across cultures

“We are uniquely positioned to solve today’s big problems. We are tackling climate change while delivering the most abundant, reliable and affordable energy source that lifts people from poverty and makes modern life possible. Our workforce spans from brilliant scientists to laborers; we work hard, we solve problems. We have opportunities for everyone. We connect people across cultures and socioeconomic status. We have some serious challenges ahead, and some can feel insurmountable at times, but I know this industry, these leaders and these workers can and will overcome and continue to build.” ■

THREE MORE THINGS

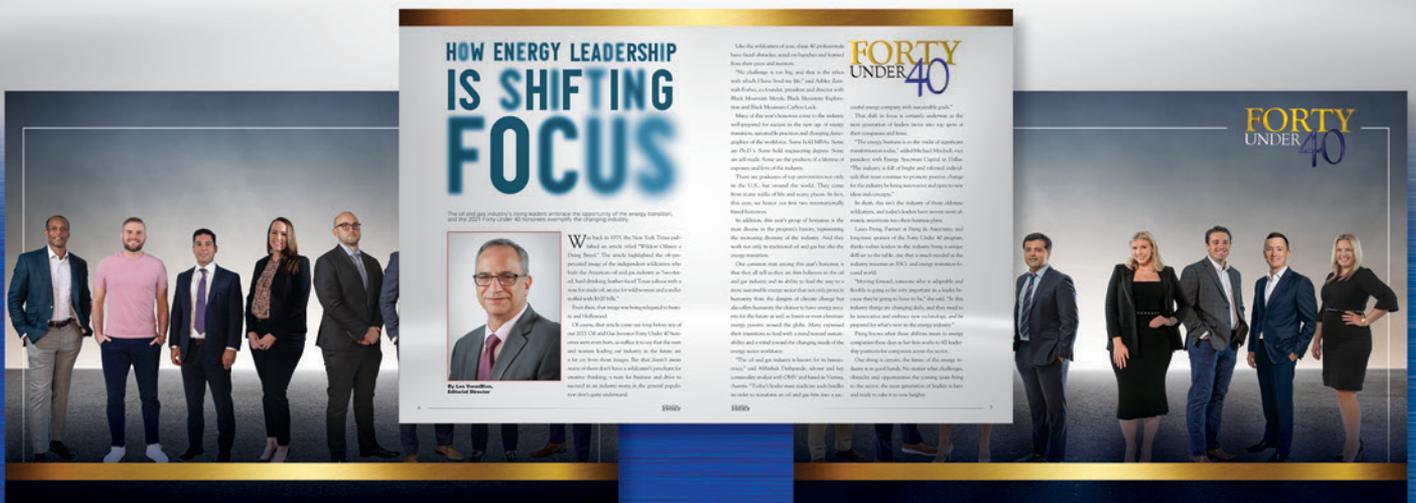
1. I am obsessed with my golden retriever, George. I can’t believe I did life without him!
2. I am the first person in my family to graduate from college, thanks to a Houston Livestock Show and Rodeo scholarship.
3. To wind down, I enjoy turning off my brain and turning on the Game Show Network with my family.

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



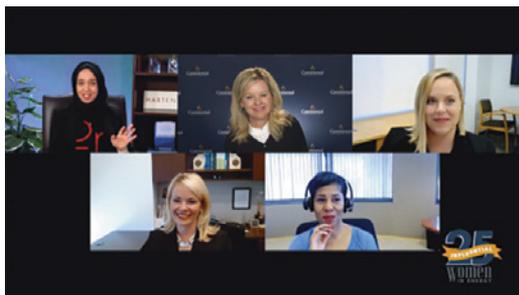
Entrepreneurial spirit

Roundtable Chats on Energy Transition, Diversity, M&A, Regulations and More

Leading up to this year's networking event and luncheon, the 2022 Influential Women in Energy honorees sat down with Hart Energy to discuss the hottest topics on everyone's minds.

Deloitte, KPMG Leaders Tackle Big Question on Energy Transition's Elusiveness

Amy Chronis and Angie Gildea, leaders from two of the Big Four accounting firms, recently delved into the big questions surrounding the energy transition and how the oil and gas industry can meet current challenges.



Chevron, Continental, Gibson Dunn, Parker Wellbore Leaders Talk Gender Diversity Goals

Hillary Holmes, Josetta Jones, Shelly Lambertz and Jennifer Simons discussed how oil and gas companies can increase representation of females on boards of directors and set realistic gender diversity goals.

3P Energy Capital, EnergyNet and Vinson & Elkins Experts Answer Big Question of Upstream Consolidation

M&A experts Denna Arias, Christina Kitchens and Sarah Morgan share insights on consolidation among upstream operators and what other key trends will drive A&D activity this year.



API and Rystad Energy VPs Address Oil and Gas Industry's Biggest Regulatory Hurdle

Amanda Eversole and Emily McClain weigh in on the most pressing regulatory matters facing the oil and gas industry today.





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