

2023 Carlsbad Mayor's Energy Summit

Education and Workforce Development Panel

Moderator: Rep. Cathrynn Brown

Tracee Bentley is the President and CEO of Permian Strategic Partnership, a collaboration between local communities and nineteen oil and gas companies operating in the Permian Basin. With extensive experience and leadership within the energy industry, Bentley is a tremendous asset to this first-of-its-kind partnership that aims to strengthen and improve the quality of life for Permian residents. Before joining PSP as its first CEO, Bentley was the Executive Director of the Colorado Petroleum Council, a division of the American Petroleum Institute, focusing on state and local policy and supporting the development of Colorado's energy resources. Before joining the Colorado Petroleum Council in March 2015, Bentley served in several key policy positions, including Legislative Director & Senior Advisor on Energy and Agriculture and Deputy Director of the Colorado Energy Office for Governor John Hickenlooper. Before Bentley's tenure with the Hickenlooper administration, she was a founding Principal of a bi-partisan lobbying firm that focused on energy, natural resource, and agriculture interests. Bentley also served as the Director of National Affairs for the Colorado Farm Bureau, where her portfolio included energy, immigration, farm policy, and international trade. She was appointed to the Colorado Supreme Court Nominating Commission in 2015 and served until 2019, when she moved to the Permian Basin. She received both her bachelor's and master's degrees from Colorado State University and prior to receiving her bachelor's degree, Bentley worked in Washington, DC for U.S. Sen. Ben Nighthorse Campbell. Bentley is a firm believer in community building community. She is on the board of directors for The Permian Basin Literacy Coalition, The Cal Ripken Sr. Foundation, Texas 2036, and the Colorado Agricultural Leadership Program. Bentley also sits on the Board of Trustees for the Museum of the Southwest and serves on the Selection Committee for Texan by Nature. She also serves West Texas CASA as a volunteer. Bentley and her husband Mike have three grown children, twin daughters and a son.



Monty Harris, D.C., is a native of Washington State, where he graduated from high school and earned an Associate in Applied Science—Fire Science Technology from Spokane Community College. He worked as a fire fighter and paramedic for the City of Richland Fire and Emergency Services Division for ten years, and then attended Sherman College of Chiropractic in Spartanburg, SC, graduating with highest honors. Private practice as a Doctor of Chiropractic in Washington and then Oklahoma followed, where he was also Clinic Director of a non-profit children's chiropractic center. Teaching as an adjunct instructor for Oklahoma State University—Oklahoma City led to a full-time faculty position at the

former New Mexico State University Carlsbad. Dr. Harris is a tenured Professor of Anatomy and Physiology and served as Interim Vice President for Academic Affairs for the newly independent Southeast New Mexico College for one and a half years. He then served as Interim Vice President and now Vice President of Workforce Development and Community Engagement at SENMC.

LaVern Shan is a native of Carlsbad, New Mexico, with more than 30 years of experience in education. She has a Bachelor's degree from Eastern New Mexico University and a Master's of Education from the University of Texas of the Permian Basin. LaVern's success demonstrates how education can change a person's life. She has held various roles in Texas, including Teacher, Reading Specialist, Curriculum Specialist, Assistant Principal, and Principal. Upon returning to Carlsbad, she served as Principal, Director of multiple programs and areas. Currently, LaVern is the Deputy Superintendent of the Carlsbad Municipal School District, where she prioritizes the well-being of students.



John Trischitti III currently serves as the Executive Director of the Literacy Coalition of the Permian Basin, an organization committed to promoting the awareness of low literacy, while providing access to family and adult literacy programming. After earning his bachelor's at Wayland Baptist University and Master's at the University of North Texas, Trischitti served as Director of the Midland County Public Libraries from 2011 to 2019 and is a recipient of the Texas Librarian of the Year Award and a past recipient of the Rosalind Redfern Library Benefactor Award. Past community board service includes serving on the City of Midland Airport and Spaceport Board, Basin PBS Board of Directors, and a former Midland ISD School Board Trustee. Trischitti is a TED Talk presenter on the social impacts of illiteracy and is a frequent speaker and program presenter across the country on children's literacy and literature, including the 2023 World Literacy Summit. He is a father of 5 children, ages 20-9. "I am an example of the power that education can have on a life," Trischitti said. "We need to find tools that break the difficult social and economic cycles children can be born into. Education, especially literacy, is the base for students to achieve potentially anything they want in life, and we need to provide the best possible education that equips them for success."



Carlsbad Economic Diversity Panel

Moderator: Dr. Ned Elkins

Jeff Witte was named the director/secretary of the New Mexico Department of Agriculture (NMDA) in 2011. He is past president of the National Association of State Departments of Agriculture (NASDA), the Western Association of State Departments of Agriculture and the Western United States Agriculture Trade Association. Witte was appointed to the Environmental Protection Agency's (EPA) Local Government Advisory Committee in 2015 and currently chairs its Healthy Communities work group. More recently, Witte was appointed by EPA in 2020 as a new member of the Farm, Ranch, and Rural Communities Committee, on which he will serve until June 2023. He was appointed to the USDA Advisory Committee on Agriculture Statistics in 2020, a committee that advises the U.S. Secretary of Agriculture and the National Agricultural Statistics Service on the conduct of agricultural censuses and surveys. He also became a member of the NMSU Agriculture Modernization Advisory Committee and vice chair of the NASDA Natural Resources and Environment Committee in 2021. Jeff Witte comes from a ranching family in northern New Mexico, and graduated from New Mexico State University (NMSU) with a bachelor's degree in agricultural business management and a master's degree in agricultural economics and economics. Jeff and his wife, Janet, have a son (Jeremy) and daughter (Jennifer).



Brooke Trammell, Regional Vice President, Regulatory & Pricing, Xcel Energy – New Mexico & Texas

Brooke Trammell is Regional Vice President, Regulatory & Pricing, leading Xcel Energy's regulatory strategy in New Mexico and Texas.

Trammell has been with Xcel Energy since 2012 and is an experienced navigator of the regulated utility environment. Prior to her current role, she was director for Customer and Community Relations in Texas and New Mexico and subsequently led Xcel Energy's electric, gas and steam regulatory strategy in Colorado as Regional Vice President.



Trammell prioritizes working with communities, regulators, and stakeholders in crafting a shared vision for delivering safe, reliable, resilient, and affordable energy for Xcel Energy customers. She was named in Public Utilities Fortnightly's "Fortnightly Under Forty" in 2019 and one of the Denver Business Journal's Top Women in Energy in 2020. Trammell also serves on the Edison Electric Institute's Regulatory Affairs Executive Advisory Committee. She earned her MBA with an emphasis in Management from West Texas A&M University, as well as a Master of Arts degree in Economics with a specialization in public utility regulation and a Bachelor of Science degree in Agricultural Economics and Agricultural Business from New Mexico State University.

**Patrick R. Hefflinger, U.S. Department of Energy, Office of Environmental Management,
Legislative Affairs Specialist**

Patrick serves as the Legislative Affairs Specialist for the U.S. Department of Energy's Office of Environmental Management. In addition to his legislative duties, he also manages the external communications needs from the DOE headquarters level for various EM field sites including Los Alamos National Laboratory, Sandia National Laboratory, the Waste Isolation Pilot Plant and the West Valley Demonstration Project.



Prior to joining the Department of Energy, Patrick was a Senior Account Supervisor with Edelman, the world's largest public relations firm, where he not only supported DOE's Office of Environmental Management but also counseled some of the world's largest corporations on various issues and crisis mitigation strategies. In addition to DOE, his clients included Bloom Energy, 7-Eleven, Delta Airlines, ExxonMobil, The State of Virginia, the Port of Corpus Christi and DLA Piper, among others. Patrick spent three years supporting former Congressional Budget Office Director

Douglas Holtz-Eakin at the American Action Forum (AAF). Additionally, Patrick spent three years working for the American Petroleum Institute and has spent time working on Capitol Hill supporting members of the U.S. House of Representatives.

Based in Washington, D.C. Patrick graduated from the University of Dallas in Irving, Texas with a Bachelor of Arts in Political Philosophy.

Newcomer's Panel

Moderator: Wendy Austin



Bart Bluemer is the Regional Manager for NM/WTX/STX, at Genesis Endeavors LLC. He has been in the construction industry for 20+ years and in the oilfield industry for 15 years, 10 years in the Carlsbad area. I was hired to build the Carlsbad division for Genesis in 2018. We currently have 2 locations in Carlsbad with 450+ employees. Genesis specializes in pipelines, facilities construction, gas lift compressors, flowlines, retro fits, compressor stations and most types of welding fabrication.

George Stark is the Director of External Affairs for Coterra Energy, Inc. In this role, George directs external and internal outreach including government affairs, advertising, media relations, corporate social responsibility, and communications campaigns. He also oversees efforts in building community relationships and furthering workforce development and natural gas utilization within the industry.

In addition to his roles on several oil and natural gas industry organizations, George currently serves on the Board of Directors for the Pittsburgh Airport Area Chamber of Commerce and the Community Foundation of the Endless Mountains.

He holds a Bachelor of Arts in Political Science from Dickinson College and is a graduate of Leadership Pittsburgh. Prior to Coterra, George worked at Columbia Gas of Pennsylvania/Maryland for 15 years and most recently held the position of Director of External Affairs during his tenure. He lives in Canonsburg, Pennsylvania with his wife and three daughters.



Brian Stubbs: Owner- Air Compressor Solutions:

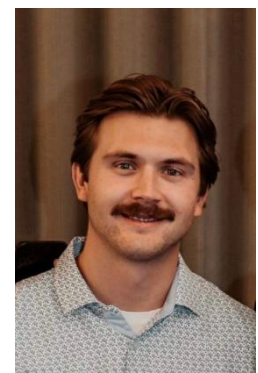


Goddard High School graduate Brian Stubbs holds a degree in Mechanical Engineering from New Mexico State University. Stubbs began his professional career with Cummins Engine Company, where he worked in a variety of positions for 10 years before joining a start-up company in Arizona and then working for CSI Compressor LP in Midland. He began working for Air Compressor Solutions as the rental manager and to help develop natural gas generators in 2015. In the spring of 2016, Brian took on the responsibilities of General Manager. Then in November 2017, Brian was given the opportunity to purchase Air Compressor Solutions and is currently leading the company through a growth of their air compressor and generator business.

While leading ACS, ACS has grown by adding 4 additional locations, including Carlsbad. This growth was due in part to specializing in air compressor skid packages for the oil and gas companies operating in the Permian Basin, opening a store in Carlsbad, Amarillo, El Paso and Albuquerque, growing the rental fleet, and working to increase the efficiency of the service and parts department. Brian is also a highly active volunteer, with a focus on educational endeavors.

Blake McMillen is the District Manager for Baker Hughes Upstream Chemicals, located in Carlsbad, NM.

He moved to Carlsbad in August 2022 to manage and set up the company's newest facility in North America. Blake grew up on a farm outside of small town called Carievale, Saskatchewan, located in the Canadian Prairies, where he first started



working in the oil and gas industry. Working with Baker Hughes, he had the opportunity to work in different areas throughout Saskatchewan and Manitoba before moving to Carlsbad.

Baker Hughes is an energy technology company that provides solutions for energy and industrial customers worldwide. Built on a century of experience and conducting business in over 120 countries, the company set up offices in Carlsbad for its Upstream Chemical product line, which pertains to our Oilfield Services & Equipment segment (OFSE).

In his free time, McMillen enjoys golf, hockey, downhill skiing, and baseball, as well as travel.



Hodge Walker – Chief Operating Officer

Hodge Walker is the Chief Operating Officer of Civitas Resources. Prior to joining Civitas in 2023, Mr. Walker served as Vice President of Chevron Corporation's Rockies Business Unit, a position he held since October 2020 when Chevron acquired Noble Energy, Inc. Before joining Chevron, Mr. Walker served as Senior Vice President responsible for Noble's U.S. onshore operations. He also served as a director of Noble Midstream GP and as Noble's Vice President of West Africa and the U.S. Gulf of Mexico. Additionally, Mr. Walker served as Noble's Director of Strategic Planning, Environmental Analysis, and Reserves; managed Noble's operated West Africa assets, non-operated international assets, and frontier business ventures; and was a member of the business development team. Prior to joining Noble in 2007, Mr. Walker held various positions of increasing importance at Amoco Corporation and BP America, Inc. Mr. Walker holds a BS and MS in Geology from Louisiana State University and completed the Harvard Advanced Management Program in 2018.

The Path Forward for Produced Water

Moderator: Steve McCutcheon



Dr. Stefanie Asher obtained her B.S and Ph.D in Materials Science Engineering from Georgia Institute of Technology in 2004 and 2007, respectively. She joined ExxonMobil in 2008 and has since lead a diverse set of both technical and leadership roles across the Upstream ranging from Pipeline Integrity Advisor to Engineering Supervisor. She is currently the Permian Realization Manager for ExxonMobil Unconventional. In this role, she is responsible for supporting XTO's Produced Water Management strategy at scale throughout the Permian.

Joe de Almeida, Director Water Strategy & Technology, has been with Occidental Petroleum 42 years – 30 years with the OxyChem Division, 5 years in Oil Field Power Planning, and 7 years in Water Strategy & Technology. Background includes Manufacturing, Global Business Management, Commercial Development and Strategic Planning. Current experience and responsibilities are focused on cost effective produced water technologies, recycle, water stewardship, and related industry issues



inclusive of regulatory trends. Education - BS ChE UMASS Amherst, MA and MBA SUNY-Buffalo, NY.



Austin Beam is the Permian Sustainable Development Project Integration Supervisor for ConocoPhillips, responsible for leading and coordinating ConocoPhillips' overall sustainable development projects and strategies in the Permian. Key areas of focus include managing external collaboration efforts, working with the businesses to implement strategic plans, developing new technical solutions, and supporting key business stakeholders regarding sustainability topics.

Beam earned a Bachelor of Science in Computer Engineering from Texas Tech University and an MBA from Mississippi State University. He and his wife, Lauren, have two young children and live and work in Midland.

Whitney Dobson is an accomplished chemical engineer with proven expertise in developing innovative water infrastructure systems. With a foundation in the reduction of nuclear waste using wiped film evaporation technology, Whitney transitioned her focus to advancements in water infrastructure specifically tailored for oil and gas operators. Through her various roles in produced water management, she's consistently been an advocate for improved utilization and increased efficiency in completion activities and groundwater use.

In her earlier role as the water manager for PDC Energy, Whitney demonstrated her leadership by engineering and overseeing the construction of one of the pioneering water recycle sites in Pecos, TX. This project demonstrated the potential of treating and reusing produced water in completion operations, highlighting solutions that supported sustainable water management practices.

Today, as Vice President of Beneficial Reuse at Aris, Whitney plays an important role in shaping the company's strategic direction. She spearheads the development and execution of Aris's innovation strategy, working closely with regulators and scientists to identify cutting-edge technologies and opportunities that can expand the use of treated produced water beyond traditional uses within the oil and gas industry. Through her role, she interacts with the local communities to understand and address concerns around water management, and how industry can provide a solution to these concerns.

Whitney's work is instrumental in advancing Aris's demonstrated commitment to sustainable solutions for water reuse and management. By collaborating with industry experts and driving dialogue on a broader scale, she actively seeks to leverage treated produced water in various sectors, supporting the company's dedication to ESG initiatives.



Furthermore, Whitney Dobson took the helm in coordinating Aris Water Solutions' inaugural sustainability report, solidifying her role as a leader in driving ESG initiatives within the company. Recognizing the importance of transparency and accountability, she spearheaded the development and publication of the report, which showcases Aris's performance in these key areas.

By leading Beneficial Reuse at Aris, Whitney continues to demonstrate her leadership in the future of sustainable energy development.

Peter McDonald currently serves as the Director of Production, Facilities, Infrastructure, and Construction for Devon Energy's assets in the Delaware Basin. Peter oversees all the Permian production, facilities, infrastructure, and construction teams, including field operations. Before his current role, he served as a Production Manager for Devon Energy in the Delaware, Anadarko, Rockies, and Midland Basins, where he was responsible for production management, process improvement, and field operations. He also worked as a production and completions engineering supervisor for the Miss Lime play in Oklahoma, where he supervised a production and completions engineering team and gained experience in horizontal wells, infrastructure planning, and completion.



Prior to joining Devon Energy, Peter worked as a region engineer for Baker Hughes, where he gained experience in acidizing, field service engineering, sales engineering, and hydraulic fracturing. He holds a Bachelor of Science in Chemical Engineering from Mississippi State University and an Executive MBA in Energy from the University of Oklahoma's Price College of Business.



Michael "Chop" Reitz has more than 14 years of upstream and midstream engineering, construction, and operations experience. Before WaterBridge, he started EnWater Solutions LLC with Jason Long. There he managed the design, construction, and operations of their legacy produced water gathering and disposal system in the Southern Delaware Basin. Before EnWater, he was an Operations Engineer for Diamondback Energy and a Production and Completions Engineer for BOPCO, where he spent a considerable amount of time working in southeastern New Mexico. Mr. Reitz holds a B.S. in petroleum engineering from Louisiana State University.

GIS Technology

Calvin Deal started his career with the Bureau of Land Management in 2009 as a Rangeland Management Specialist, in the BLM Carlsbad Field Office. He worked in the Carlsbad Range program for several years before transitioning into the BLM's GIS program where he has worked for the last 10+ years at the Field Office, State Office, and now Headquarters level, for the Organization. Calvin attended Texas A&M University, where he received a B.S. in Rangeland Ecology and Management. He currently resides in Littleton, Colorado with his wife, Amy, and their two kids, Jackson, and Emma. Calvin's favorite food is a ribeye steak, and his favorite band is the Rolling Stones.



Beyond Potash

Robert P. Jornayvaz III

Executive Chairman of the Board and Chief Executive Officer

Mr. Jornayvaz has served as Intrepid Potash's Executive Chairman of the Board since 2010 and as Chief Executive Officer since August 2014. Mr. Jornayvaz served as Chairman of the Board and Chief Executive Officer from our formation in 2007 until 2010. Mr. Jornayvaz served, directly or indirectly, as a manager of Intrepid's predecessor, Intrepid Mining LLC, from 2000 until its dissolution at the time of the company's initial public offering in 2008. Mr. Jornayvaz is the sole owner of Intrepid Production Corporation. He holds a degree from the University of Texas in Austin.

