

OXY USA EXHIBIT 3

PROFESSIONAL EXPERIENCE

Oxy USA Inc., Houston, TX

Asset Director, Delaware Basin Business Unit, October 2018 – Present

- Lead and direct engineering and operations teams.
- Accountable for the Health, Safety and Environmental (HSE) performance of the Production Operations, Facilities and Construction teams within the business unit, and ensuring compliance with applicable laws and regulations.
- Responsible for business unit Profit and Loss (P&L) performance.
- Responsible for driving value delivery of the assets including accountability for the business units:
 - Maintenance capital expense (CAPEX) budget including facility upgrades, infrastructure de-bottlenecking and the downhole recompletion and workover program
 - Operating Expense (OPEX) spend budget for regulatory compliance, surface maintenance repairs, infrastructure spend, downhole repairs and well enhancement work
- Consult with the Development Director on potential acquisitions or divestitures that might improve the business units P&L performance.

Asset Manager, East Wolfberry Asset & South Texas Assets, October 2016 – October 2018

- Led engineering and operations teams responsible for production operations in the Midland Basin.
- Accountable for production operations compliance with applicable HSE regulations and standards.
- Accountable for P&L of asset area.
- Led divestment team for Oxy's South Texas Assets.

Drilling & Completions Manager, Delaware Basin Business Unit, January 2015 – September 2016

- Led engineering and operations team responsible for drilling and stimulating Wolfcamp and Bone Springs horizontal wells in western Texas and New Mexico.
- Accountable for overall Drilling and Completion HSE, cost, and well delivery performance.
- Implemented a continuous improvement (CI) program and developed CI culture within the team.
- Ensured processes, procedures, and team culture were in place to prioritize health and safety of operators and the surrounding community.
- Ensured compliance with all applicable regulations, and optimized value for stakeholders by facilitating knowledge transfer, maximizing efficiency, reward innovation, and manage risk exposure.
- Ensured all projects were staffed with appropriate engineering manpower, all company standards and best practices were implemented, all business unit performance Key Performance Indicators were met, and all engineering goals were aligned with the business unit's yearly business plan.

Drilling Manager, South Texas Business Unit, August 2014 – January 2015

- Led engineering and operations team responsible for drilling Vicksburg and Frio vertical wells with managed pressure drilling and Eagleford horizontal wells in Oxy's South Texas Assets.
- Accountable for overall Drilling safety, environmental, cost, and well delivery performance.
- Responsible to ensure operating standards prioritized Health and Safety of employees, contractors and local community and that team complied with all applicable laws, regulations, and company operating standards.

Occidental Oil & Gas Corporation, Houston, TX

Drilling Engineering Supervisor, Central Drilling Group, December 2013 – August 2014

- Led engineering team supporting global drilling operations, mainly focusing on technical project development and global performance benchmarking.
- Coordinated company's Drilling Engineering training and intern programs. Reviewed and updated company drilling standards and best practices.

ExxonMobil Corporation, Houston, TX; Rifle, CO; Hanover, Germany; Jakarta, Indonesia

Drilling Advisor, Indonesia Drill Team, January 2013 – November 2013

- Responsible for coordination/mentoring of seven drilling engineers and strengthening team performance by: promoting HSE values within the engineering team, ensuring technical accuracy/completeness of engineering work, implementing continuous improvement processes, providing performance monitoring and conducting contractor oversight.

Drilling Engineer, U.S. and Germany Drill Teams, June 2009 – January 2013

- ***Well Planning Team Lead*** (January 2013 – Nov 2013) for 9 well, \$150M USD land, tight gas drilling project in northern Germany responsible for coordinating a 12-person, multi-functional team designing a multi-well program for deep (5,000m – 5,500m) HPHT tight gas reservoir development.
- ***Lead Drilling Engineer*** (June 2009 – January 2013) responsible for wellbore technical design, AFE cost estimation, rig selection & acceptance and operations surveillance/support.
- ***Lead Planning Engineer*** (November 2007 – June 2009) responsible for the development and roll-out of 'Wellbore Manufacturing' processes focused on maximizing the benefits of batch drilling and minimizing environmental footprint in a Colorado tight gas program.

Project Engineer; Team Lead, Global Drilling Materials Procurement Team, July 2004 – Nov 2007

- Responsible for contracting, purchasing, inventory management and logistics of Oil Country Tubular Goods (OCTG), wellheads, completion equipment and other tangible accessories.

PUBLICATIONS

- Co-authored patent "Reactor and process for converting alkanes to alkenes." US Patent WO2005061092 A1. 07 July 2005.
- Co-authored and presented paper titled "Multi-well Pad Design – A German Case Study" focusing on risk management on multi-well pads at the 2012 SPE ATW in Hamburg, Germany.
- Authored presentation titled "Drilling Fluid Design Practices to Overcome Coal Drilling Challenges" presented at the 4Q2010 DEA Conference on Drilling Fluids in Hannover, Germany.

EDUCATION

Oklahoma State University, Stillwater, OK

Bachelor of Science in Chemical Engineering, cum laude, May 2004