OCD Exhibit 1

TIFFANY A. POLAK <u>Tiffany.Polak@state.nm.us</u> 505-476-3441

SKILLS

Results-driven, reliable, and energetic leader with more than 20 years of diverse industry experience including conventional, unconventional, international/domestic, operations and development. An integrator and collaborative leader with excellent communication skills and broad understanding of business strategy and processes with demonstrated experience managing large cross-disciplinary teams through technical and cultural challenges to achieve results.

AREAS OF EXPERTISE

Project management, leadership, people development, strategic planning, unconventional subsurface, development planning, business planning, budget management, reserves & resource management, integrated cross disciplinary technical studies, process improvement.

EMPLOYMENT

NEW MEXICO ENERGY, MINERALS AND NATURAL RESOURCES DEPARTMENT, OIL CONSERVATION DIVISION, SANTA FE, NEW MEXICO

- Deputy Director, April 2020 Present
- Direct the administrative aspects of OCD's operations, including the development of oil and gas regulations
- o Supervise the Environmental Bureau and OCD district offices
- Responsible for developing and implementing policies and recommending improvements in OCD business practices, directing long term and contingency planning, allocating resources, and coordinating collaboration with other federal, state, and local agencies
- Coordinate bill analysis, ensure OCD's recommendations are in line with administration and department policies, and present testimony before legislative committees
- Develop legislation that allows OCD to continue the effective development and regulation of the oil and gas industry

MARATHON OIL COMPANY, HOUSTON, TEXAS

- Development Director Permian Asset, April 2019- April 2020
- Managed development team tasked with planning, executing, and optimizing Northern Delaware asset.
- Responsible for management of reservoir engineering, geoscience, production engineering, portfolio and regulatory teams which handled well planning and well management, \$500 MM asset budget and forecast, drill schedule, reserve/resource changes and reliable technology updates, type curve generation and asset forecasting, subsurface tools and databases, competitor analysis, outside-operated businesses (including evaluation, participation and forecasting), integrated discipline trials and data acquisition programs, subsurface technical studies (including internal and external ex. JIP), preparation of internal

and external presentations, regulatory compliance workflows, communications with state and federal agencies, and regular interactions with executive level management.

• Development Manager - Permian Asset, March 2018 - April 2019

- Managed operations, production, facility and subsurface teams for Northern Delaware asset.
- Responsibilities included managing nine direct reports and oversight of ~100+ employees and contractors in both field and office locations for new corporate asset, planning, execution and surveillance of well program from inception to life (excluding drilling and completions), business planning (production, capital and expense forecasting), safety culture, metrics & regulations, stand up of asset workover team.

• Subsurface Manager - Eagle Ford Asset, 2016 – 2018

- Managed subsurface teams for Eagle Ford asset.
- Responsible for reservoir engineering and geoscience teams which handled working well planning and well management, drill schedule, reserve/resource changes, reliable technology updates, type curve generation, asset forecasting, subsurface tools and databases, competitor analysis, outside-operated business (including evaluation, participation and forecasting), integrated discipline trials and data acquisition programs, subsurface technical studies (including internal and external ex. JIP), preparation of internal and external presentations, and regular interactions with executive level management.

• Integrated Process Team Manager, 2015 – 2016

- o Managed technical expert teams supporting Bakken, Eagle Ford and Mid Continent assets.
- Responsible for project management, technical oversight, external consortium/conference/
 JIP management, and data acquisition planning, execution and analysis.
- o Assigned additional subsurface leadership roles for Eagle Ford assets.

HESS CORPORATION, HOUSTON, TEXAS

- Reservoir Engineer, 2009 2013
- Responsible for plan of development, well surveillance, forecasting, type curve creation, well and business planning, data analytics, reserves and resource booking for Bakken and Utica shale plays.

• Reservoir Engineering Tech Specialist, 2001-2009

o Responsible for database management, AFE generation, cost variance analysis and tracking, project management, data room support on both A&D sides for GOM & Bakken assets.

OCEAN ENERGY, HOUSTON TEXAS

• Engineering & GeoScience Technician, 1998 – 2001

Responsible for West African business included: database management, mapping, seismic loading, cross section creation, log interpretation, AFE generation, cost variance analysis and tracking.

UNITED MERIDIAN CORPORATION, HOUSTON, TEXAS

- Engineering & GeoScience Technician, 1997 1998
- Responsible for West African business, including database creation and management, mapping, log digitizing, new business development data room support on both A&D sides, and transition support for merger with Ocean Energy.

EDUCATION

- 2010 M.S. Petroleum Engineering, Texas A&M University, College Station, Texas
- 2001 M.P.H., Disease Control Epidemiology, University of Texas Health Science Center, Houston, Texas
- 1997 B.S., Professional Zoology, University of Oklahoma, Norman, Oklahoma

AWARDS

- 2020 Hart's Energy Investor Top 25 Most Influential Women in Oil and Gas
- 2020 Named Energy Council Global Female Influencer & Top Female Execs List