

## **JAMES PAUL WELCH**

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### **PROFESSIONAL EXPERIENCE:**

#### **Halliburton, Inc.**

**January 2013 – Present**

##### **Global Business Development Manager**

- Managed PL Responsibility for the Halliburton Water Pipeline in SE New Mexico
- Assisted in developing produced water management language through Texas Water Recycle Assn for Texas RRC
- Evaluated technologies for high rate filtration supporting frac fluid construction
- Developed water management strategies for handling disparate water sources.
- Drove commercial development for produced water recycling in West Texas and South American
- Hired new talent for Permian region and product management roles
- Leading software development team optimizing produced water logistics
- *Directing water management commercial and operations teams in South America*
- Directing a branding effort for the H2O Forward product line

#### **Welch Water Consulting, Inc.**

**June 2012 - Present**

##### **Specializing in oil and gas water management. Current activities include:**

- Technology Assessments
- Market Assessments
- Business Development
- Field Optimization/ Water Logistics
- Texas RRC Technology Permitting
- Pilot Studies
- Product and Commercial Development
- Water rights marketing
- Pipeline due diligence

#### **Select Energy Services**

**September 2011 – June 2012**

##### **Director Business Development**

- Conceptualize and directed commercial and financial strategies for integrated shale play deployment. Sponsored these concepts to E&Ps for consideration, design and adoption.
- Supported technology selection including electro-coagulation, brine concentrators, nano-filtration and forward osmosis.
- *Directed field studies for pilot evaluation supporting technology selection.*
- Conducted due diligence for pipeline systems delivering frac source water.

#### **Baker Hughes**

**January 2011–September 2011**

##### **Director Business Development**

- Responsible for evaluating external companies for partnerships, acquisitions and licensing. Reviewed over 200 water management companies. Negotiated critical contracts with international environmental services company, electro-coagulation systems and downhole water shut off technologies
- Sponsored "robust" and "next generation" technologies for acquisition due diligence.
- Analyzed Western Europe, meeting with clients to assess products and services supporting customer water management needs
- Mentored application engineers on surface water treatment
- Organized symposia supporting cross functional application innovation

**Siemens Water and Process Technologies, Houston TX****July 2008 – Jan 2011****Director Shale Gas Services – Siemens Oil and Gas**

Planned and directed all aspects of an organization's on-shore produced water objectives and initiatives. Responsible for assessing and developing new market initiatives, and analyzing business opportunities. Conducted financial feasibility studies and developed proposals for new business opportunities.

- Completed market assessments evaluating the domestic shale plays with respect to external business factors and Siemens services capabilities.
- Proposed business plans to Siemens leadership to access selected shale plays.
- Responsible for evaluating internal and external technologies supporting produced water R&D efforts.
- Established internal and external partnerships promoting service solutions using case studies, marketing materials, and press releases documenting company's capabilities.

**GE Water and Process Technologies, Houston, TX****March 1993– July 2008****Global Commercial Developer – Chemicals and Equipment**

Startup position focusing on wastewater reuse applications spanning the manufacturing industry, desalination and produced water. Specializing in complex deal structures combining the capabilities of the legacy businesses in non-standard solution configurations.

**Heavy Equipment Regional Sales Leader for Central US and Gulf Regions (2006)**

- Commercial leader for US heavy and light industry equipment teams.
- 116% of plan or \$27.6MM against a revenue target of \$23.4MM.

**Commercial Equipment Leader US (2005)**

- Lead sales team from the acquired companies Betz, Ecolochem, Osmonics, Zenon and Ionics.
- 30% year-over-year growth or \$22.9MM against a stretch goal of \$21.8MM.
- Nominated for Black Belt position.

**America's Sales Manager – Customized Services for Equipment and Chemicals (2003)**

Handpicked to join the Customized Services Applications (CSA) team that launched GE Water's equipment platform based on outsourced chemical and equipment services. Team closed \$54MM in the first year validating proof of concept leading to the acquisitions of Ecolochem/Ionics and Zenon.

**Gulf Coast District Manager – Enterprise Solutions Petroleum, Houston (2002)**

Led a Betz Chemical sales team of seven engineers responsible to the HPI/CPI markets in the Ship Channel area.

**Professional Associations**

- Texas Water Recycle Association

**EDUCATION:**

2000	University of Houston, Houston, Texas MBA – Top Graduate (GPA 3.93)
1986	University of Texas, Austin, Texas BBA Marketing/ Minor: Data Processing
1984	Stephen F. Austin University, Nacogdoches, Texas BS Chemistry/ Minor: Computer Science

## Publications, Presentations and Professional Notations

1. Halliburton Workshop, Neuquén, Argentina, Vaca Muerta Shale, November 18 & 19
2. American Water Summit & Conference, Water Workshop Host and Panel Speaker, October 22-25, 2014
3. Oilman Magazine, *An Inevitable Link: Oil and Gas Development in Water Stress Zones*, October 2014, <http://oilmanmagazine.com/an-inevitable-link-oil-and-gas-development-in-water-stress-zones/>
4. SNL Financial, *Alternative uses for produced water could cut shale gas operators' costs*, September 18, 2014, <http://www.snl.com/InteractiveX/Article.aspx?cdid=A-29246953-12327>
5. Fracturing Impacts and Technologies Conference, Speaker, Lubbock, TX, September 4-5, 2014
6. Major contributor to Global Water Intelligence Shale Report: <http://www.globalwaterintel.com/market-intelligence-reports/water-onshore-oil-gas-opportunities-produced-water-management-hydraulic-fracturing-and-enhanced-oil-recovery/>, April 2014
7. Produced Water Society, Jan 14, 2014, *Defining and Managing Potential Interferences When Blending Water Sources*,
8. Shale Play Water Management, *Oil and Gas Water Management - In Transition from Technology to Logistics*, Jan- Feb 20-27
9. Middle East Oil and Gas, *Optimizing Water Management For Fracturing Fluids*, Issue 7, 2013, pp88-92
10. Executive Oil Conference, Midland County Horseshoe, Midland, Texas, October 14-15, 2013, Roundtable Panel, Managing Water
11. New Mexico, Oil and Gas Association, October 7, 2013, *Produced Water Process Presentation and Panel Discussion*
12. Society of Petroleum Engineers, Workshop - Water Management For Unconventional Hydrocarbon Development - *Drilling and Completions including Hydraulic Fracturing*, September 17, 2013
13. Mayor's Oil and Gas Summit, Carlsbad, New Mexico, August 26, 2013, *Produced Water Management*
14. 2013 Society of Petroleum Engineers, Alaska Oil & Gas Infrastructure & Development Summit, June 2, 2013, *Sustainable Water Development for Completions*, Anchorage, AK
15. 2013 Permian Basin Oil & Gas Industry Water Use, Symposium April 9, 2013; topic: *Sustainable Water Development for Completions*, Midland, Texas
16. 2013 Society of Petroleum Engineers, Production and Operations Symposium, Oklahoma City, OK, March 23 – 26, 2013, Expert Panel Member, *"Water Management for Hydraulic Fracturing"*
17. 2012 Info Cast, *An Examination Of The Potential Opportunities Around Inland Brackish Water Treatment Projects*, September 5, 2012
18. Rice University Brine Consortium November 3-4, 2010. Provided a presentation to the consortium and participated as a panel expert discussing frac and produced water management trends related to domestic unconventional gas.
19. Saudi Arabia Power and Water Conference, October 5, 2010, Presentation and Panel Member, *"Produced Water: Waste or Resource?"* <http://www.ksawpf.com/>
20. Interview regarding Siemens treatment objectives for Marcellus Flowback Technologies Enable Frac Water Reuse, The American Oil and Gas Reporter, March 2010, Colter Cookson, p112
21. IPEC - 16th International Petroleum & BioFuels Environmental Conference. Paper and Presented for Peer Review, *Coalbed Methane Produced Water – An Evolution in Treatment*, James Welch, November 3-5, 2009, <http://ipec.utulsa.edu/Conf2009/Papers%20received/Welch.pdf>
22. Reverse Osmosis Treatment for CBM Produced Water Continues to Evolve, James Welch, Oil and Gas Journal May 2009, pp 45-50

23. Greenwater concepts incorporated into GE Sustainability Playbook for Global distribution. GE Water & Process Technologies, Sustainability Playbook, May 2008, p 8, 10
24. Greenwater, A New Way of Defining Water Reuse, James Welch, May/June 2008, Ultrapure Water, pp 31-35