

**Normand M. Pennington**

Spur Energy Partners LLC

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**SUMMARY**

Highly motivated people leader and petroleum engineer, currently serving as Sr. Vice President Subsurface – Spur Energy Partners LLC. Skilled at inspiring a vision tailored to organizational goals and achieved through servant leadership, passion and sound business decisions. Solid core values built on integrity and trust driving open communication and empowerment to collectively deliver creative solutions and results.

**EXPERIENCE****Spur Energy Partners LLC – Houston, Texas*****Sr. Vice President Subsurface – March 2019 to Present***

- Assisted in the formation, fundraising, and strategy development for Spur Energy Partners LLC, leading to over \$1billion of capital deployed in the Yeso trend in southeast New Mexico
- Constructed and leading high-performing team responsible for subsurface engineering and corporate reserves
- Building short and long term development plans consistent with corporate strategy while balancing risk factors

**WildHorse Resource Development – Houston, Texas*****Vice President Reservoir Engineering – July 2017 to February 2019***

- Constructed and lead high-performing team of six responsible for subsurface engineering, strategic planning, and corporate reserves
- Built short and long term strategic business plans by balancing internal and external opportunities and risks
- Steered subsurface understanding enhancement through continuous engineering analysis, development program influence, data acquisition and pilot testing
- Served as a key player in pending \$4B merger with Chesapeake Energy through both robust internal analysis and direct engagement with external advisors and Chesapeake business development

**Anadarko Petroleum Corporation – The Woodlands, Texas*****Launch Program Coordination Manager – April 2017 to June 2017***

- Designed and implemented an early career engineering develop program, designed to accelerate career develop for ~100 individuals over the first ~5 years of employment
- Constructing a framework to guide engineer positional rotations, recommended training curriculums, and mentoring programs all based around desired competency acceleration
- Role required leveraging influence, passion, and relationships to achieve success

***Subsurface Manager Mature Assets Business Unit – October 2016 to March 2017***

- Established a dynamically designed workforce to successfully execute the monetization of five US Onshore assets
- Led multi-disciplinary subsurface team of twelve responsible for 5 assets located in Texas, Wyoming and Utah

***Reservoir Engineering Supv. Maverick Basin – January 2015 to September 2016***

- Presented various asset valuations & exposure points geared around a strategic asset exit strategy, ultimately leading to ~2.3B asset divestiture
- Restructured and amended gathering models ultimately protecting E&P business viability & accelerating ~\$750MM in value through midstream divestiture
- Reconstructed Eagle Ford development strategy; inclusive of stacked lateral development & existing facility utilization
- Effectively led a team of ten and influenced extended team members through a major asset transition, including staff reduction efforts while maintaining stellar business results

BEFORE THE OIL CONSERVATION DIVISION  
 Santa Fe, New Mexico  
 Exhibit No. E5  
 Submitted by: Spur Energy Partners, LLC  
 Hearing Date: June 17, 2021  
 Case No. 21733

***Sr. Strategic Planning Engineer – September 2013 to December 2014***

- Provided timely & accurate analysis for executive committee and board of directors
- Performed annual benchmarking analysis highlighting APCs competitive position among a select peer group
- Analyzed and presented on several special projects i.e. – forecasted long-term LNG landscape, hedging analyses, completed peer proxy studies
- Performed various corporate analysis projects. Most notably; cost-of-service model evaluation & asset/region value creation reports
- Accomplished several strategic analysis projects; primarily corporate acquisition analysis

***Reservoir Engineer II & Sr. – August 2009 to July 2013******Eastern Gulf of Mexico Operations – May 2012 to August 2013***

- Successfully planned and executed a complex 2 well Marco Polo rig program as part of multi-disciplinary team (first ever 2 well D&C program)
- Performed all monthly production and volume forecasting, budgeting and planning responsibilities for the Marco Polo & K2 assets; including efficiency driven process improvements
- Technical responsibility for all worst-case discharge / well containment screening tool submissions
- Led a project team assigned to explore an optimized solution for K2 water injection pilot

***Delaware Basin operations– March 2010 to April 2012***

- Primary reservoir engineer supporting Bone Spring development in the Delaware Basin
- Drove development program for approximately the first 100 wells drilled; inclusive of initial type curve development and well spacing evaluation
- Handled all development planning; inclusive of budgeting, portfolio planning, capital and production forecasting
- Built and maintained several volume forecasts utilized during dynamic infrastructure build-out and marketing negotiations

***South Texas operations– August 2009 to February 2010***

- Provided reservoir engineering economic support on active recompletion program
- Performed technical evaluation (volumetrics, depletion mapping, economics) and management review in support of drilling program
- Provided technical support for asset divestiture efforts including valuation modeling

***Production & Completions Engineer I&II - June 2006 to July 2009******Bossier operations– April 2007 to July 2009***

- Production surveillance responsibility of approximately 150 producing wells. Daily production monitoring and field foreman/operator correspondence
- Engineer responsible for implementing various work-overs (tubing repairs, CTCO) and artificial lift (plunger lift, capillary string) installations
- Lead completions engineer on multi-zone vertical wells (7-8 stages) incorporating multiple frac fluid types; inclusive of completion design, onsite supervision, frac fleet scheduling and vendor bidding

***Ozona operations- June 2006 to March 2007***

- Production surveillance responsibility of approximately 1,000 producing wells. Daily production monitoring and field foreman/operator correspondence
- Supported work over planning and on-site implementation (CTCO, Capillary string installations, Velocity string installations)
- Frac job design & on-site implementation for 1 rig program

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**EDUCATION**

**Texas A&M University**  
**Bachelor of Science, Petroleum Engineering**  
 Graduation: May 2006