

R. Matthew (Matt) Eales

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## Professional Profile

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Broad operations management experience including personnel management, contractor selection and performance management, regulatory and landowner communications, and increased profitability through operational excellence processes at all organization levels. Skilled at affecting organizational improvements through creation of team working environments which empower employee participation in decision-making and resultant accountability for work efforts.

- Practical experience as hands-on operations manager in varied oilfield working environments
- Many years of experience as a change agent in companies developing EHSR
- Passionate about usage of metrics and processes to drive business success
- Strong communicator skilled at speaking to all levels of organizations
- Well-versed in landowner and regulatory expectations for EHSR and adept at working with these expectations to successfully reach goal
- Bilingual (English & Spanish)

## Experience

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### **CoolSky Energy Solutions (November 2024 – Present)**

#### CEO/President

Founder of Environmental, Health, Safety and Regulatory Consulting Firm with a focus on carbon capture through permitting, drilling, operation and MRV Plan compliance.

### **Targa Resources Corp. (April 2019 – Present)**

#### Vice President of Regulatory Affairs (August 2022 – November 2024)

Executive team member and company officer accountable for the oversight of Targa Resources' AGI well program with focus on development of carbon sequestration and methane capture projects. Responsibilities include application to inject permitting, development of EPA Subpart RR Monitoring, Reporting and Verification (MRV) Plans for existing and future AGI wells and all federal and state-required compliance reporting and management.

#### Vice President of EHSR for Lucid Energy (April 2019 – August 2022)

Executive team member and company officer accountable for development and management of EHSR program in collaboration with operations and support functions to continually improve upon Lucid's EHSR program, achieve world class success in personnel/process safety and environmental and regulatory compliance. Worked closely with New Mexico's public policy development as an active member of the New Mexico Methane Advisory Panel (MAP) and New Mexico's Climate Change Task Force Technical Advisory Group (TAG). Collaborated with the Carbon Utilization and Storage Partnership of the SW (CUSP) to develop the midstream industry's first EPA-approved MRV plan for the Red Hills Acid Gas Injection (AGI) Class II well to achieve IRS 45Q certification.

### **Rubicon Oilfield International (Sept 2017 – April 2019)**

#### Vice President of QHSE

Executive team member and company officer accountable for the implementation of a global QHSE program for all manufacturing and service center facilities. Introduction of global QHSE

management system across all legacy entities. Accomplishing this task by working closely with each of these company's legacy QHSE managers and collaboratively choosing the 'best of the best' policy, procedure or work instruction as the standardized Rubicon method.

## **American Energy Partners, LP (Oct 2013 – Sept 2017)**

### Director of QHSE - Permian Resources Operating, LLC (April 2016 - Sept 2017)

Leading Permian Resources' (previously American Energy Partners – Permian Basin) QHSE program through continuation of initial American Energy Partners' HSE program development while expanding program scope to include proactive quality initiatives. Implemented Operations Integrity Management System (OIMS) through operations leadership to assist in creation of common vision. Heavily involved in required permitting and reporting processes required for hundreds of facilities inclusive of central tank batteries, gas compression transfer facilities, gathering lines and all related upstream activities. Built and fostered a strong team of professionals with exceptional relationships with all governing bodies inclusive of RRC, TCEQ, University Lands (UL) and landowners in the Permian Basin. Environmental program was used as the benchmark example to follow by UL.

### Director of EHS - American Energy Partners, LP (Oct 2013 - April 2016)

Led the creation of American Energy Partners EHS program including planning for inception and separation of each operating entity. Program inception included needs-identification and subsequent placement of key EHS personnel to meet regulatory requirements as well as continuous improvement expectations. EHS program components activated quickly including standardized acquisition & divestiture assessment methodology, EHS manual, EHS/Air permitting program, and enterprise incident management system. Resultant injury, spill, and regulatory non-compliance rates were significantly better than top-quartile performance of our peers.

## **Chesapeake Energy Corporation (Mar 2012 – Oct 2013)**

### Sr. Director of Health & Safety and Compliance Assurance – (Mar 2013 – Oct 2013)

Promoted to Chesapeake parent company's Health & Safety and Compliance Assurance position to lead program development including management of due diligence efforts. Initiated and managed compliance efforts related to site identification, permitting and construction, which included process reviews and external assessments. Program development included creation of EHS programs that applied to both operator and oilfield services entities.

### Sr. Director of EHS for Chesapeake Oilfield Services (COS) – (Mar 2012 – Mar 2013)

Responsible for leading the newly-formed COS companies (five separate oilfield service companies) in development of a consistent and standardized EHS organization. Initially reviewed all companies' methodologies and systems in order to assist the team in development of standardized programs consisting of the "best of the best". Liaised with the CHK EHS organization to bring across assistance, where practical, while ensuring that the oilfield service culture and needs were met.

## **Smith International, Inc. / Schlumberger (Feb 2008 – Mar 2012)**

### Vice President of QHSE – Smith Services and Smith Bits (Aug 2010 – Mar 2012)

Accountable for setting and leading business segments' QHSE initiatives and ensuring that those initiatives supported and elevated those set by Schlumberger's global Quality and HSE organizations. Responsible for global Quality Management System (QMS) and related American Petroleum Institute (API) expectations including the implementation and management of premium thread licenses and all related certifications. QHSE Integration Team Lead for Schlumberger, Heritage 'Smith', and Heritage 'M-I Swaco' organizations.

### Vice President of QHSE – Smith International, Inc. (Feb 2008 – Aug 2010)

Responsible for all Smith International, Inc. operating entities consisting of approximately 12,000 employees globally. Integrated the W-H Energy Services' companies (12 separate companies within a holding company) QHSE programs into the developing Smith QHSE initiatives. Developed,

with representatives from all entities, a standardized QHSE Management System consisting of key elements and sub-elements applicable to all businesses. Further developed common standards aimed at standardized risk management while allowing a common template for business-specific risks and work instructions.

### **Schlumberger (Jan 2006 – Feb 2008)**

#### QHSE Manager – Schlumberger – Artificial Lift; Lawrence Manufacturing Center

Quality and HSE Manager responsible for the Quality Management System and all related aspects of compliance to ISO 9001 and company expectations. Also managed, with a larger team, the HSE programs to assure compliance to all regulatory requirements and program expectations.

### **Assa Abloy – Dominion Building Products (Sept 2003 – Jan 2006)**

#### VP of Operations

Operational responsibility for Assa Abloy – Dominion Building Products' Houston manufacturing center and five regional US service centers (revenues of ~\$39M/yr). Manufacturing responsibilities included direct oversight of plant management engineering, procurement, and plant operations team as well as coordination of five service center managers and their respective operations. Procurement activities included leading and managing the development of a defined process for vendor selection. Led the turnaround of the manufacturing center's product and service quality which grew market base and overall revenues ~23% annually.

### **Schlumberger (Nov 1997 – Sept 2003)**

#### NSA Environmental Manager – Schlumberger Limited (Mar 2001 – Sept 2003)

Responsible for Schlumberger western hemisphere environmental program. Responsibilities included managing several multi-million-dollar remediation projects, regulatory negotiations, acquisition/divestiture due diligence, and ensuring environmental compliance of Schlumberger properties and projects in NSA. A large part of this effort relied on working with Schlumberger's contractors and regulators to significantly reduce the scope and costs of environmental projects.

#### Segment QHSE Manager - Schlumberger REDA Systems (Apr 1999 – Mar 2001)

Segment QHSE Manager for ~2,000 employees working within four manufacturing plants (Bartlesville, Lawrence, Belfast and Singapore), 22 service centers and numerous field service locations around the world. Initial responsibilities included a rollout of all Schlumberger QHSE programs to operations and employees.

#### QHSE Manager – Lawrence Product Center (Nov 1997 - Apr 1999)

QHSE Manager for the REDA high voltage electrical cable manufacturing center. Initial responsibilities were to bring the plant into compliance with all applicable environmental and occupational safety regulations. Duties included development of initial needs analysis followed by development of all applicable EPA and OSHA programs.

### **Professional Service Industries (Aug 1994 – Nov 1997)**

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#### Project Manager

Performed a wide range of administrative, technical and financial management duties in environmental consulting. Technical responsibilities included initial proposal, sampling design, field testing, data evaluation, remedial design and final report.

### **Education**

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M.S./Environmental Engineering, University of Kansas/Lawrence, KS, 1995

B.S./Environmental Studies, University of Kansas/Lawrence, KS, 1992

### **Languages**

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English / Spanish