

Professional Profile

C-suite executive with extensive finance, human resources, accounting and administration experience in diverse roles within the energy and health care sectors. Proven ability to impact business growth through achievements in workforce design and development, treasury and financial management, and administrative process design and efficiency improvements. Strong qualifications in leadership development, compliance and ethics oversight, strategic communication, executive compensation design and general business management.

Areas of Expertise

- Human resources strategy, objectives, policies, programs
- Recruitment & training
- Capital markets (debt and equity)
- Compensation and benefits design and administration
- Risk management & insurance
- Financial statement preparation and review
- Supply chain and asset management
- Employee and management training
- HRIS
- Corporate governance
- Executive compensation
- Ethics and compliance program oversight
- Risk management and insurance
- Facilities management

Professional Experience

Chesapeake Energy Corporation, Oklahoma City, OK 1994 - 2013
(NYSE:CHK) The second-largest producer of U.S. natural gas, a top 15 producer of oil and natural gas liquids and the most active driller of new wells in the U.S. Revenue of \$11.6 billion in 2011; 13,750 employees.

2007 - 2013	Senior Vice President – Human and Corporate Resources
2000 - 2007	Treasurer & Senior Vice President – Human Resources
1999 - 2000	Corporate Secretary, Treasurer & VP – Human Resources
1998 - 1999	Treasurer & VP – Human Resources
1996 - 1998	Treasurer & Manager of Human Resources
1994 - 1996	Various accounting positions including Assistant Controller

Human Resources Achievements

- Collaborated across all business units to develop and lead the delivery of human resource services that supported the achievement of organizational goals during a period of high growth (Number of employees in 1994 = 100, current = 13,750)
- Directed the development and implementation of initiatives designed to attract and retain top talent across diverse positions and geography
- Advanced the development of a distinctive work environment and corporate culture resulting in recognition as one of “FORTUNE Magazine’s 100 Best Companies to Work For” each year since 2008
- Developed a nationally recognized recruiting and assimilation effort for military veterans resulting in recognition as a Top Military Employer in G I Jobs magazine and as a Most Valuable Employer for Military on CivilianJobs.com each year since 2010
- Frequent speaker at national and regional human resource conferences
- Worked closely with the Compensation Committee of the Board of Directors and outside compensation consultants to design and implement a new executive compensation program

Financial & Administrative Achievements

- Together with the CFO, achieved the successful issuance of \$10.7 billion of long-term, publicly traded debt securities and \$7 billion of publicly traded equity securities
- Grew the internationally syndicated bank facility from \$10 million and one bank to \$2.5 billion with 35 banks
- Successfully negotiated a \$600 million structured commodity hedge facility, the first in the industry
- Built a robust treasury function with working capital, cash, credit, hedging program management and risk management
- Developed a strong compliance and ethics oversight function that works directly with the Board of Directors
- Successfully managed the corporate governance function during the implementation of Sarbanes Oxley

Human Resources Responsibilities:

- Manage all human resource functions including:
 - Employee compensation and benefit programs (annual cash compensation ~ \$1.6 billion)
 - Executive compensation programs and employment contracts
 - Employee/labor relations
 - Compliance including 401(k) and deferred compensation plan administration
 - Training
 - Talent management
 - Human Resources Information Systems (HRIS)

Administrative Responsibilities:

- Direct charitable giving (\$31 million in 2011), employee volunteer efforts and community relations
- Supervise security, ethics, compliance and investigations - corporate headquarters, 110 field offices and 22,000 individual well locations
- Oversee all administrative functions including:
 - Construction and real estate
 - Facilities management, including four restaurants, a fitness center, and child development center
 - Fleet management (3,500 light duty and heavy duty vehicles)
 - Non-operational procurement and supply chain management
 - Administrative services

Financial Responsibilities:

- Develop and maintain commercial and investment banking relationships
- Direct all cash and working capital management activities
- Design and negotiate risk management and insurance program
- Prepare financial statement disclosure for debt and equity securities and commodity hedging arrangements

Additional Responsibilities:

- Oversee corporate governance function and Sarbanes Oxley compliance
- Coordinate and distribute communication materials for Board of Directors
- Prepare and submit NYSE and SEC compliance documents and filings
- Maintain corporate organizational structure
- Prepare annual proxy statement and coordinate annual shareholder meeting
- Manage revenue and production accounting functions

Hadson Corporation, Oklahoma City, OK

1989 - 1994

(NYSE:HAD) Oil and gas exploration and production, power generation and natural gas marketing, gathering and processing company with \$900 million in revenues. Hadson's power generation subsidiary, Hadson Power Systems, was sold to Louisville Gas & Electric Company (LG&E) in 1991. It's exploration and production subsidiary, Hadson Energy Resources Corporation, was sold to Apache Corporation in 1993, and it's natural gas marketing and processing subsidiary, Hadson Gas Systems, Inc. was merged into LG&E Energy Corporation, the holding company for LG&E in 1995.

1993 – 1994

Vice President & Controller

1989 – 1993

Assistant Treasurer, Treasury Manager

Responsibilities:

- Directed all accounting and treasury activities including:
 - Financial statement preparation, review and filing
 - Working capital management
 - Commercial and investment banking relationship development
 - Credit policy implementation and management
 - Debt compliance calculations and disclosure
- Supervised all SEC and tax filings
- Prepared and issued monthly reports to management
- Coordinated and distributed annual budget and operating plan
- Collaborated with EDS on a major business process reengineering
- Contributed as a key member of finance team for debt and equity issuances
- Handled all investor inquiries and supervised investor relations program

Phoenix Resource Companies, Inc., Oklahoma City, OK

1985 - 1989

Publicly traded oil and natural gas company which merged with Apache Corporation in 1996.

1987 – 1989

Assistant Treasurer

1985 – 1987

Senior Financial Accountant

Responsibilities:

- Supervised all cash management activities
- Developed and maintained relationships with outside creditors including bondholders and banks
- Coordinated all debt and equity transactions
- Established and monitored all cash control procedures
- Supervised payroll department
- Prepared all debt and interest transaction entries
- Assisted in preparation of all SEC filings
- Worked with outside auditors on financial statement disclosure

Arthur Andersen & Co., Oklahoma City, OK

1982 – 1984

Global public accounting firm

Staff Accountant & Senior Accountant

Education

Oklahoma City University, Oklahoma City, OK

1992

Masters – Business Administration

University of Central Oklahoma, Oklahoma City, OK

1982

B.S. – Accounting

Professional Organizations, Honors & Awards

Completed Women's Director Development Program – Kellogg School of Management, Northwestern University	November 2012
Honorary doctorate of Humane Letters, Oklahoma City University	2012
Philanthropist of the Year, Oklahoma State University	2012
Outstanding Achievement Award – Oklahoma Commerce and Industry Hall of Honor, Oklahoma City University	2011
Finalist – Journal Record's Woman of the Year Award	2007,2004,2001
Panhellenic Woman of the Year, Delta Gamma Sorority	2007
Distinguished Philanthropist Award, Oklahoma City University	2007
Distinguished Alumna – Meinders School of Business, Oklahoma City University	2006
Distinguished Alumni Award, University of Central Oklahoma	2009
Byliner's Award – Business, The Association for Women in Communications	2006
Certified Cash Manager	1988 – 2008
Certified Public Accountant	1983 - 2008

Board Service

<u>Organization</u>	<u>Annual Revenue</u>	<u>Committees</u>	<u>Dates</u>
American Heart Association – SW Affiliate (regional board)	\$75 Million	Corporate operations Committee HR Committee - National	2014 - Present
SSM Health Care of Oklahoma	\$1 Billion	Member, Board of Directors (non-fiduciary)	2011 - Present
Oklahoma State Board of Health	\$22 Million	President Executive Committee	2011 - Present
Tapstone Energy	\$650 Million in assets	Audit Committee Board member	2016 - Present
Oklahoma City University – Board of Trustees	\$68 Million	Treasurer Chairman – Audit/Finance Committee	2008 - Present
United Way of Central Oklahoma	\$12.5 Million	Member, Board of Directors Chair, 2011 Campaign	2010 - 2015
Central Oklahoma Humane Society	\$2.7 Million	Chairman & President, Chairman - Finance Committee	2007 - Present
Blue Cross Blue Shield of Oklahoma	HCSC (parent): A+ S&P rating	Member – Board of Directors	2013 – Present