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SUMMARY

Over 25 years progressive experience in operations management, from first line supervision to executive level. Broad operations, engineering, litigation support, and environmental consulting background. Significant acquisition analysis and due diligence experience. Excellent track record in cost control. Proven leader in productivity, safety, innovation, and efficiency. Broad-based administrative, financial, engineering, and operations background, both surface and underground. Strong interpersonal skills. Experienced in both union and union free environments. Played a lead role in the feasibility and construction of the most recent large underground coal mine in the western United States.

EXPERIENCE

MENCON LLC — *5/99 to Present*

Principal
Co-founder and owner of this focused consulting company, providing operations support, engineering and environmental services, and technical support to the mining industry. Projects successfully completed include: productivity improvement programs, mine planning and design, acquisitions, feasibility studies, shaft design and construction, ventilation simulations, etc. Recently completed a multi-site coal mine acquisition due diligence project in Australia involving a major international mining company. Participated in acquisition of a gold mining operation (Normandy's acquisition of Franco-Nevada). Completed a comprehensive feasibility study and assisted in mine development for a new underground coal mining operation in the western United States. Performed an operational audit on a large underground longwall coal mining project in Australia. Completed a comprehensive feasibility and mine planning project for a large underground multi-level operation, including initial conceptual design and costing of all infrastructure.

CYPRUS AMAX MINERALS COMPANY — *9/93 to 5/99*

General Mine Manager (Cyprus Plateau Mining) — **11/96 to 5/99**
Top management position at the Star Point Mine, located near Price, Utah. Planned and implemented successful conversion of mine from longwall (reserves exhausted) to high productivity and low cost continuous miner operation. Responsibilities included:

* Planned and supervised construction/renovation of alternate mining area without interruption to operation, ahead of schedule, and under budget.

* Reduced total cost per ton by 27 percent in six months through increased productivity, reduced staffing, and more efficient use of materials.

* Designed, gained regulatory approval of, and implemented innovative retreat mining plan using mobile roof supports in conjunction with high productivity continuous miners.

* Supervised an underground mine, surface stockpile area with reclaim facilities, and a unit train loadout.

During this period, I was also a member of the Cyprus Amax **Acquisition Team**. These duties included investigating possible acquisition/merger targets, such as Arco Coal, etc.

Vice President and General Manager (Illinois Operations) **5/95 to 11/96**
Responsible for two operating mines in Illinois, totaling 5.3mm TPY production (1.3mm TPY surface and 4mm TPY underground). Properties included raw and clean coal stockpiling/reclaim facilities. Successes include:

* Renegotiated an above market contract on favorable terms, including an 8 year extension.
* Implemented a pillaring plan which improved productivity 70 percent on retreat sections.
* Reduced overall employment by 30 percent while maintaining production levels.
* Implemented LMPCP program with the UMWA.
* Reduced underground units from 11 to 7: increased productivity by employing super sections and continuous haulage, with mobile roof supports on retreat.

Transferred from this position to Utah following the successful conclusion of negotiations to sell the two above market contracts associated with the operating mines.

General Manager (Cyprus Empire Corporation) **12/94 to 5/95**
Senior manager on site at this 2mm TPY longwall operation. Managed all aspects of deep mine and surface areas, including large raw coal stockpile with reclaim system and unit train loadout.

* Directed design of new mine access, via shaft and slopes, into upper seam reserves.
* Successfully instituted LMPCP process with the UMWA
* Member of **Acquisition Team** that evaluated Deserado, Powderhorn, and other coal mines

Mine Manager (Cyprus Orchard Valley Mine) **3/94 to 12/94**
Senior manager on-site at this underground coal mine, utilizing continuous haulage system for production. Managed unit train loadout facility, related coal stockpiles, and company-owned orchards. On my arrival, this mine was scheduled for permanent closure. Mine continued to operate due to the following accomplishments:

* Increased productivity by 51 percent.
* Reduced total mining costs by over 40 percent in three months.

Productivity Consultant (multi-site) **9/93 to 3/94**
Assigned to various Cyprus locations to analyze operations and recommend improvements.

ZEIGLER COAL HOLDING COMPANY *4/92 to 9/93*

General Manager of Mining Operations **9/92 to 9/93**
Responsible for multi-state operations of Wolf Creek Collieries, Marrowbone Development and Kermit Coal. Total production of 8 million clean tons was derived from one large surface mine (contour mining and mountain-top removal) and five deep mines (12 cm units, one longwall). Deep mines utilized super-section concept on advance, and mobile roof supports on retreat. Was responsible for coal stockpiling and unit train loading. Served on the Board of Directors.

* Introduced programs which resulted in 20 percent productivity improvement and 8 percent total cost reduction in first 6 months.
* Initiated new procedures/standards at surface mine which resulted in 200 percent increase in direct-shipped (non-washed) coal.

Special Assignment - Acquisitions **7/92 to 9/92**
Reported directly to Zeigler CEO during acquisition of Shell Mining:

General Manager (West Virginia Operations) **4/92 to 7/92**
Managed all activities. Included were an underground mine, raw coal stockpile, and cleaning plant. Supervised design of refuse impoundment. Promoted to acquisitions after 3 months.

THE VALLEY CAMP COAL COMPANY *1983 to 1992*

President & Chief Operating Officer (Shrewsbury Coal Co.) **1990 to 1992**
Responsible for resuming operations after a five year shutdown. Aggressively pursued new sales while controlling costs and achieving ongoing productivity gains. Coal was produced from deep, surface, and contract mines. Concurrently held position of Vice President & General Manager of a short line captive railroad which hauled two million tons of Valley Camp production to our river barge loading facility.

* Established new company records for productivity, cost, safety. Installed contract highwall mining unit at very profitable level.

* Supervised extensive renovation of 37-year-old preparation plant into efficient, reliable facility. Installed state-of-the-art PLC controls in plant and on 25,000 feet of overland conveyor.

* Managed a raw coal stockpile, clean coal and stoker stockpiles, reclaim system, rail loadout and barge loading facility.

Manager of Operations (Donaldson Mine Company) **1988 to 1990**
Responsible for two deep mines and a preparation plant. Successfully adapted technological advances in equipment to improve productivity and reduce cost:

* Supervised design and construction of innovative programmable controller system in the plant, including fully automated railcar loadout system, realizing annual savings over $500,000 and 6 percent greater plant availability.

* Converted clean coal silo from vibratory asymmetrical flow to a mass flow configuration.

Manager of Administration & Tech Services (Donaldson) **1983 to 1988**
Responsible for all technical and administrative functions: engineering, payroll, budgeting, forecasting, capital projects, computer operations, personnel, environmental, warehousing, purchasing, accounts payable, accounting, security. Was given added responsibility as **Manager of Preparation** in 1984.

ALLIED CHEMICAL COMPANY *1976 to 1982*

General Superintendent of Mine Operations **1980 to 1982**
Supervised a 3.5 million ton per year underground trona mine, utilizing conventional, continuous miner, and longwall methods. This mine had a large storage bunker underground where product was moved by a number of vibratory feeders. Previous positions include: **Mine Foreman, Section Foreman, Mine Engineer.**

EDUCATION & ACTIVITIES

Master of Business Administration (MBA), 1983, University of Wyoming
B.S. Mining Engineering, 1976, Colorado School of Mines
Papers: ***Preparation Plant Automation Through Programmable Control***, presented at CoalPrep '88 and published in 9/1988 Coal magazine
Nitrogen Inertization at San Juan Coal Company's Longwall Operation, presented at SME of AIME Meeting 2/2005 in Salt Lake City, Utah
Installation of a State-of-the-Art Ventilation Shaft at a New Mexico Coal Mine, published in the 7/2005 issue of World Coal magazine
Former Executive Board member, past President, **West Virginia Coal Mining Institute**.
Former Board member of **Illinois Coal Association**
Reg. Prof. Engineer (AK,AL,AR,AZ,CA,CO,ID,IL,KY,MD,MT,OH,OK,OR,PA,NM,NV,UT,VA,WA,WV,WY)
Member **AIME**
Member of **International Society of Mine Safety Professionals**
Certified Mine Safety Professional (CMSP)