



Marty Stetzer

Oil & gas industry, instructional design-delivery...

Marty Stetzer, a Pittsburgh native, is President of *EKT Interactive, Inc.*

His teams have been providing a variety of consulting and training services to US and international oil and gas companies since 1986.

Mr. Stetzer's oil & gas career included 18 years of management experience with Schlumberger, Superior Oil-Mobil, Wilson Industries and Exxon, in a variety of USA and international assignments.

Marty also has 13 years of energy consulting experience with PwC to a variety of global oil & gas clients, both majors and independents.

His current projects are focused on design and delivery of large scale training, knowledge transfer and change management initiatives – using both instructor-led and web delivery models. He led the recent train-the-trainer project with the Pennsylvania Office of the State Fire Commissioner (OSFC), to teach First Responders how to manage Marcellus Shale wellsite incidents.

Marty has a BSME from Kettering Institute in Michigan, and a MSIA from Carnegie Mellon, in Pittsburgh, Pennsylvania. He is active in the Society of Petroleum Engineers and often presents at other oil & gas forums.





Dick Ghiselin

Oil & gas industry, upstream content expert and editor...

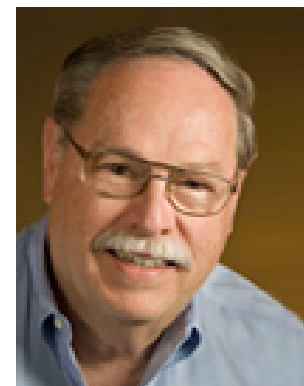
Dick Ghiselin is the *EKT Interactive, Inc.* Contributing Editor responsible for quality of the upstream oil & gas industry content, in Houston, Texas.

He has 35 years in oilfield operations, publishing, information services and marketing. Dick led the shale gas content design and delivery of the recent project with the Pennsylvania OSFC.

Mr. Ghiselin's oil & gas career included 30+ years of management experience with Schlumberger in a variety of international assignments. His instructor-led oilfield onboarding Training program is used today for all Schlumberger new hires to help them quickly become productive in delivering a variety of Schlumberger's drilling & production technical services.

Dick also worked as VP and Group Publisher at Hart Publications, conducting research, writing and editing industry articles. He also has experience in consulting with major oilfield corporations in communications campaigns, new business development, market research, brand repositioning, corporate identity and crisis communications.

Dick has a BS Mechanical Engineering, Texas A&M, and completed the Columbia Business School Marketing Management Executive Program. He is registered petroleum engineer in Texas and Certified Business Communicator.





Terry Gardner

Oil & gas industry, deepwater drilling & production technology

Terry Gardner is a Senior Associate of *EKT Interactive, Inc.* based in Houston.

Over a thirty-five year career with ExxonMobil and BP, Terry worked on the development and implementation of numerous innovations supporting those companies' advance into deepwater. Originally focused on drilling, particularly the drilling riser, he later worked on the development of new production concepts such as the Tension Leg Production (TLP) platform. One of the challenges he addressed in TLP's was the drag forces and vibrations induced by the high currents often present in deepwater.

Among his responsibilities at Exxon was managing Exxon's Floating Drilling School and leading numerous classes.

Terry also headed the well control team at Exxon that trained drilling personnel and helped them deal with well control problems. This experience equipped him to understand the challenges of drilling in extreme water depths.

Terry has BS, MS and PhD degrees in Engineering Mechanics from Cornell and UCLA. He has taught Engineering Mechanics at Cornell and at Rice University.

Prior to the Oil and Gas industry, Terry had several jobs in Aerospace, including the Apollo moon project. Along the way, he worked for the Israel Aircraft Industries, taught at the Technion, and married in Israel.





Jim Hoffman

Oil & gas land, accounting & finance curriculum expert...

Jim Hoffman is a Senior Associate of *EKT Interactive, Inc.* responsible for curriculum in oil & gas land, accounting and finance, based in Dallas, Texas.

He has 30 years in oil & gas energy management corporate education and business software applications. His software experience was leading upstream accounting, land and production software sales with Artesia Data Systems, Oracle Energy and PricewaterhouseCoopers (PwC).

His “Intro to Upstream” classroom program has been conducted with hundreds of oil and gas companies, from small independents through super-majors. His widely attended “Land for non-Landmen” class was developed at XTO and Devon. He has also developed and taught “Production Measurement and Allocation”, “Oil & Gas Finance and Accounting for non-Accountants” and “Upstream Office Information Flow”.

Jim is a frequent speaker at industry events, including the North American Petroleum Accounting Conference (NAPAC) and various Council of Petroleum Accountants Societies (COPAS) events. He has publications in *The Oil & Gas Investor* and the *Petroleum Accounting and Financial Management Journal*.

Jim has a BS, in Systems Science (Electrical Engineering) from Michigan State University.





Michael S. Strathman

Oil & gas industry, strategy, process, & knowledge ...

Michael Strathman leads The Trinity Group, Inc. in Houston, where he has helped companies develop new markets and do business planning.

He has over 40 years experience in executive assignments in oil & gas upstream, midstream, and downstream businesses; and experience in software and consulting.

Mr. Strathman worked more than 30 years with Marathon Oil in the upstream and downstream. He worked in C-level strategy development, business assessment, finance, marketing and trading, lobbying and technology.

His consulting projects have included an IT start-up company, market research for an energy software company, assessing the impact of digital technology on the supply chain in upstream oil and gas, and advising investment firms on the energy business. He also worked with Aspen Technology, Inc. a engineering software company. He helped build their business in the upstream and midstream markets including market plans, writing articles, and developing case studies with customers.

Mike is active in the Society of Petroleum Engineers (SPE). He has a BS in Systems Analysis from Miami University and an MBA from Northwestern's Kellogg Graduate School of Management.





James P. Langley

Oil & gas industry, construction and downstream operations...

Jim Langley is a Senior Associate of *EKT Interactive, Inc.* in Houston, Texas. His consulting experience focuses on business analysis related primarily to downstream clients. He has extensive international work experience and has Spanish reading and speaking skills.

Mr. Langley most recently worked as VP with Shaw Stone & Webster Management Consultants. Prior to Stone & Webster he was Director of Energy Consulting for PricewaterhouseCoopers, as a subject matter expert on downstream and industry issues. In that role he led client projects in South America, Europe, Russia and Asia.

Jim has 20 years oil & gas experience with Gulf Oil-Chevron, BP North America and the Permian Corporation. Jim's operational experience is in refining, crude supply and trading and shipping, capital and strategic planning and plant economics.

At the University of Texas at Dallas, Mr. Langley teaches the annual refinery operations, economics and risk management session called "Advanced International Oil and Gas Accounting and Finance Program" -- offered to mid-level international oil and gas executives.

Jim's undergraduate degree is in Chemical Engineering from Arkansas and his MBA is from the University of Houston.





Kristi Malik

Midstream, natural gas, power, trading, risk and compliance...

Kristi Malik is a Senior Associate of EKT Interactive, Inc. based in Houston.

Kristi has 20 years experience in the midstream, gas and power industry in roles of increasing responsibility. Kristi's has worked in senior roles with Accenture, Reliant Energy and NextEra. She began her career in back office and compliance before moving to the front office where she traded, managed risk, scheduled gas and power in multiple markets.

She has also consulted with numerous companies on a broad range of operations improvement projects. These engagements have covered accounting, trading, risk management, compliance, customer service and gas pipeline measurement and operations.

Kristi's consulting skills includes process redesign, project management, six sigma, system requirements definition and design and implementation of facilitated workshops. Her communication skills with executive management makes her a valuable resource in an ever evolving energy industry.

Kristi has a BA in Accounting from The University of Texas at Austin. She currently resides in Houston with her husband and three children.





Joe Browne

Oil & gas industry, eLearning, web development...

Joe Browne is Director of Development of *EKT Interactive, Inc.* in Houston, Texas. He has over ten years experience as a training and eLearning consultant, specializing in the Oil and Gas industry.

Joe spent 34 years with ExxonMobil, where he held numerous management positions in IT, training and employee development, in support of ExxonMobil's refining and chemicals operations. During his career Joe traveled extensively internationally, and worked in Buenos Aires and London.

Joe's key competencies include:

- Applying instructional design principles to eLearning to promote learner engagement and retention
- Analyzing and optimizing complex training processes to meet the needs of the organization and the learners
- Understanding IT solutions impacting training, e.g., experience with various Learning Management Systems (LMS) and web rapid development tools

Joe holds a BS in Industrial Management and a MS in Industrial Administration from Carnegie Mellon University in Pittsburgh, Pennsylvania.





Alec Schrader

Oil & gas industry, training and development, process facilitation . . .

Alec Schrader is a Senior Associate of *EKT Interactive, Inc.* in Houston, Texas. He has provided training and organization effectiveness services to the oil and gas business for more than 30 years, including the past 19 years with Shell Oil and Shell Pipeline.

Alec frequently works with leadership and project teams to create business and staff development plans as well as create or improve specific work processes. He helps new teams define stakeholder needs, business objectives, competencies, project plans and team member accountabilities.

Examples of project work include:

- Served as project leader for Shell Pipeline during multi-year effort to create all systems and processes needed to comply with new DOT requirements for operator qualification.
- Facilitated the development of curricula for oil & gas operations functions that covered technical, leadership and health and safety competencies.
- Coordinated development of competency requirements and tracking systems for oil & gas commercial functions, pipeline technical and leadership positions.
- Facilitated teams that mapped and enhanced processes for project engineering, land acquisition and business development.

Alec holds an MA and PhD in Industrial-Organizational Psychology from the University of Houston.





Shannon Hart

Oil & gas industry, instructional design, high-impact facilitation...

Shannon Hart, is a Senior Associate of *EKT Interactive, Inc.* and principal of *Hart Consulting Group*, is an accomplished and committed Performance Management Consultant and has been working with individuals and organizations in the oil and gas industry for the last 20 years.

Shannon has experience with facilitation, instructional design, coaching, change management and team building in a variety of corporate cultures and content areas. She is known for her comfortable, interactive and creative approach to working with groups.

Shannon was responsible for the curriculum design for the recent project with the Pennsylvania OSFC. Oil and gas clients include Shell, BP, Marathon Oil, Transocean, ExxonMobil and Chevron.

Her current projects include developing web-based training modules on well control, cementing and managed pressure drilling, facilitating leadership training for new E&P professionals, and supporting a Hydrocarbon Allocation accounting system implementation.

Shannon is a certified Accelerated Learning facilitator, and she currently resides with her family in Houston, Texas.





Brent Floyd

Oil & gas industry, project management, remote training...

Brent Floyd is a Senior Associate of EKT Interactive, Inc. based in Houston.

He was instrumental in the development of Schlumberger's and EKT Interactive, Inc.'s. remote training capabilities, including development of an audio and video enabled class room/instructor broadcast facility.

Brent's career started with 16 years with major oil & gas producers followed by 16 years consulting and solution delivery with Price Waterhouse and Schlumberger.

He has in-depth knowledge in all phases of exploration and production operations. His oil & gas experience includes systems and process development from field operations to corporate headquarters. His current projects are in production data management, hydrocarbon allocation and loss management.

He is an experienced project manager, skilled in analyzing system requirements and communicating the change impact to stakeholders in large global projects, using multi-disciplinary teams.

He has a BBA in Accounting from the University of Texas at Austin and is a Certified Public Accountant. He is frequent lecturer at global industry, government, and company forums.

