

# Michael Late Benedum Chapter

American Association of Professional Landmen

## The Take-Off

October 2016

MLBC  
P.O. Box 955  
Bridgeport, WV 26330

### PRESIDENTIAL ADDRESS

I want to thank everyone who was able to attend our recent charity events. The MLBC and friends raised \$22,000 at our golf outing this fall. Proceeds of the golf outing benefit Big Brothers Big Sisters. Our annual charity clay shoot held just a little over a month later raised \$11,000.00 for the veterans' organization Team Red, White and Blue. These numbers show what great members we have in the MLBC, despite the current market we are still able to give back to our communities. I look forward to seeing everyone at the Appalachian Land Institute, it has a great line up of speakers. In addition, to the quality education offered, it will also be a great place to network.

Thank You,  
John Kimbleton, CPL  
2016-2017 MLBC President

## RENT THIS SPACE

Front page advertising  
opportunity.

For information contact Tara White  
twhite@mlbc-aapl.org

### INSIDE THIS ISSUE

Top Gun Charity Clay Shoot	2
Member Spotlight .....	5
Continuing Ed .....	6
Message in a Bag .....	7
Fall Charity Golf .....	8
Sept Dinner Meeting Pics .....	11
Steptoe & Johnson Article .....	12
Director's Report .....	13
Dance With The One .....	15
New Members .....	18
Sponsorship Opportunities .....	19
Corporate Sponsors .....	20
Executive Committee .....	21
Committee Chairs .....	22
Member Info .....	23

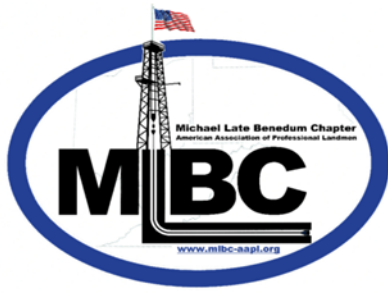
### Upcoming events

[Click Here to Register](#)

*November Luncheon*

*Morgantown, WV*

*November 10, 2016*



# TOP GUN CHARITY CLAY SHOOT



## 2016 MLBC 2<sup>nd</sup> Annual Charity Clay Shoot

### Benefiting Team Red, White, and Blue

Thank you to everyone who was able to join us for the 2<sup>nd</sup> Annual Top Gun Charity Clay Shoot at Hunting Hill Shooting Preserve in Dilliner, PA. The weather was a clear- warm September day that provided us the ability to enjoy all that Hunting Hill has to provide. The day started out with the WVU ROTC Color Guard leading us in paying tribute to the American Flag while students from the Morgantown High school choir sang the national anthem. We took a moment to introduce the veterans who joined us for the day and then the 88 shooters hit the course.

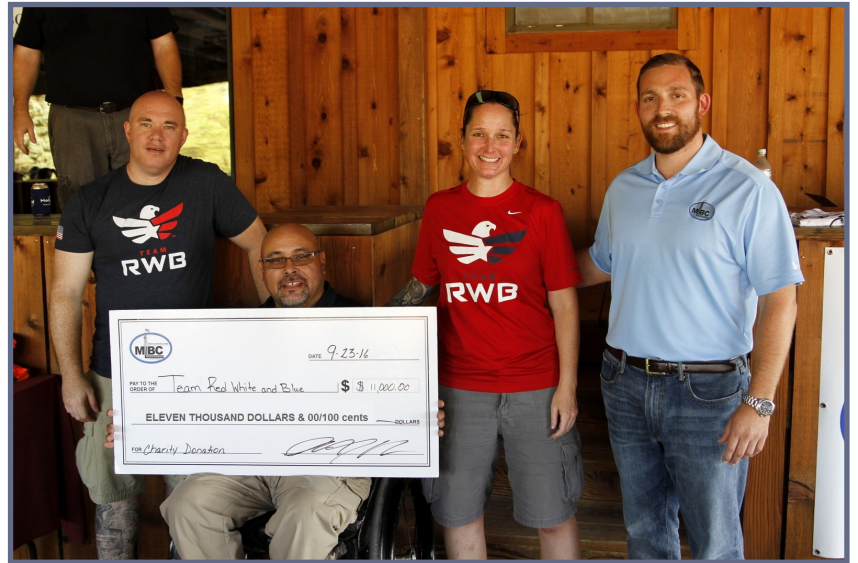


Thanks to the generous support of our sponsors we were able to present a check to Roger Sack, Jacki Temple, and Jonah Thompson of Team Red, White, and Blue with a check for \$11,000. This support will allow Team Red, White and Blue ([teamrwb.org](http://teamrwb.org)) to keep their members engaged and will enable the local chapter to continue to enrich the lives of America's Veterans through physical and social activity. Team RWB is a worldwide network of local volunteer led chapters who provide constant and consistent opportunities for veterans and community members to come together.

# 2016 MLBC Charity Clay Shoot

Following the shoot everyone treated themselves to a steak dinner while prizes and awards were called off, the auction for WVU football tickets and a specialty knife took place. Some of the most notable prizes won were a set of Steelers tickets, Sog and Yeti gear, and a 20G Benelli shotgun. Congratulations to Justin Moroose for pulling the winning ticket for the Benelli, to Jacob Lenington for the winning bid on the WVU tickets, and a

special thanks to Rich Robb of Vantage Energy and Marc Acree of Backroads Energy for covering the tab for the knife for one of the veterans in attendance.



## Skill Prizes:

High Team: West Fork Energy (259)

High Lady: Sara Brown (64) -the second year in a row

3rd Place: Bennette Wood (81) with 16 in a row

2nd Place: Jake Young (81) with 19 in a row



Dan Moore took home the 1st place prize and the MLBC Top Gun Trophy with an 83...Among other prizes he won.

A special thanks to all of the sponsors whose donations benefitted Team RWB and provided us all with the opportunity to spend the day on the shooting preserve while paying tribute and respect to the veterans of our country. A very special thank you to our volunteers who also made it all possible.

We will soon begin planning the 2017 Charity Clay Shoot and we will look for support to help us grow this event. Also, if you would like to get involved with this event please contact Tara White or Anthony Romeo.

-Anthony Romeo, CPL







## MEMBER SPOTLIGHT

### Daniel Cooper



Mr. Cooper considers himself a dedicated family man, has been a Landman for over 11 years and enjoys being a member of the MLBC. Daniel is a resident of Upper St. Clair, PA with his wife Stephanie and has 4 children comprised of 2 girls and 2 boys and is a member of the Crossroads Church of Christ. Daniel enjoys playing golf in his free time and is a member of the Spring Golf planning committee for the MLBC.

Daniel started his career as a Landman in 2006 with Mason Dixon Energy obtaining renewal leases for Chesapeake Energy in Ithaca NY for the Trenton Black River formation. Since that first position, he has worked in the oil and gas industry in NY, PA, OH, WV, OK and TX. In Mr. Cooper's time as a Landman he has gained experience in lease acquisition, mineral acquisition, title, due diligence, curative, right of way, damage settlements, and HBP Title. He attributes part of his development as a landman to Jason Dean, who gave him his first job in Ithaca, and taught him the basics about being a landman. Daniel is also thankful to Aaron Yost, a former project manager, who provided him a solid foundation on ethical practices in the land profession. Daniel put that foundation to good use when working with landowners and clients and credits Aaron for furthering his interest and passion for land work.

Mr. Cooper is currently employed by MidWest Land Services where he serves as Vice President. He holds an RPL certification and has been an active member of the AAPL since 2006 and an active member of the MLBC since 2009.

Over time, Mr. Cooper has seen the MLBC grow in attendance and community outreach services. He has witnessed the group become more engaged in the community, with clients, members and landowners and has observed the MLBC taking steps in furthering the profession of landmen. Daniel also believes that because of the large base of members the MLBC maintains, it only has room to expand its role in community outreach. He suggested the idea of having the MLBC adopt a section of highway for cleanup as an example of additional community outreach. Daniel is appreciative of the current efforts of the MLBC not only in community outreach but their engagement with other landmen, he noted the "MLBC has become an instrumental organization in the regional oil and gas industry and has provided a lot of opportunities to network with other landmen and a key outlet to represent who we are as professionals."

Feel free to say Hi to Daniel at our next event!

Daniel Germain  
Marketing Chair

## September Dinner Meeting Sponsors

Step toe & Johnson

Lewis Glasser Casey & Rollins

Dominion

Contract Land Staff

Bowles Rice

## October Dinner Meeting Sponsors

Step toe & Johnson

Percheron

Seneca Technologies

Dominion

Thank you for your support!



### CONTINUING EDUCATION OPPORTUNITIES

AAPL offers three certifications that are proven to enhance a member's credibility in the industry and to increase earning potential for landmen.

**Certified Professional Landman (CPL)** – The highest designation offered in the energy management industry, CPL certification is the standard by which landmen demonstrate their comprehensive competence, proficiency and professionalism in the landman field.

**Registered Professional Landman (RPL)** – The mid-level designation offered by AAPL, RPL certification distinguishes a landman as knowledgeable, experienced and professional.

**Registered Landman (RL)** – The initial level of certification, RL certification signifies a fundamental knowledge of the land industry as well as a landman's commitment to furthering their education.

For more information on why becoming a [certified landman is important, click here.](#)



## **MESSAGE IN A BAG**

ARTICLE BY JEREMY PRESTON, RPL

It's amazing how something so simple can have such a profound and lasting effect on a person. Many years ago, as I was in my early college years as a young aspiring engineer/environmental scientist/wildlife biologist, I felt the need to become an adult and appear more professional by ditching the old backpack and ordering myself a messenger bag (standard scholarly equipment for the late 90's). Forestry Suppliers was the vendor of choice for this task and being, the prudent retailer that they are, the item arrived in short order.

Inside the box buried under the eco-friendly rice based packaging, just beyond the messenger bag and packing slip, was a little orange paper about the size of a playing card. On it were simply the words... "Are you an inspirer or an instigator?" I remember being struck by this question. I hadn't really thought about it before. The need to distinguish as one or the other had not occurred to me.

So what's the difference? Well, let's take a quick look at the definitions. To instigate is to bring about, initiate, or incite someone to do something. To inspire is to fill someone with the urge or ability to do something. It may seem like a subtle distinction but these two approaches are miles apart. Instigation often involves persuasion, coercion, and cajoling. A feeling that I need to do this to avoid punishment, repercussions, or simply because I think I should (without thinking about why). Inspiration is encouragement, stimulation, and energizing. It is a vision...a desire to be the best you can be. It stimulates action without provocation. When I feel inspired it means I have seen, heard or felt something that caused me to think "I could".

This is one of the fundamental purposes of the MLBC as it is with any professional association, or successful company for that matter. Creating purpose and empowering people to be successful. Granted, many operators and brokerages require membership in a local association. Perhaps this is a little instigation on their part but it is also a recognition of the value this organization gives to its members and, in turn, to the industry itself. To foster professional development and advance our industry, this is what we do. To put it in a word...Inspire.

It's amazing how significant one little card could be in shaping someone's outlook and approach both personally and professionally. Are you an inspirer or an instigator?

# 2016 Annual MLBC Fall Charity Golf Outing

The Michael Late Benedum Chapter of the AAPL held its Annual Fall Charity Golf Outing benefiting Big Brothers Big Sisters of Greater Pittsburgh at Valley Brook Country Club in McMurray, PA on August 8, 2016. Valley Brook offered a new array of sponsorship opportunities as well as three nines with a field of 166 golfers! Following golf, the MLBC held a cocktail hour and steak cook out for members and guests in the ballroom. With the help of our members, the MLBC and numerous sponsoring companies, we raised another \$22,000 for this great charity and have now presented \$152,000 in the history of this event to Big Brothers Big Sisters.

A special thanks for all of our Sponsors for the event as well as the generosity of the MLBC and its members to helping make a great event and donate to a special charity. Also thanks to the many volunteers who helped the day go off without a hitch! We look forward to seeing all of you back next year!

## **2016 Fall Golf Outing Sponsors**

### **CPL SPONSORS**

Appalachian Mineral Partners  
Babst Calland

### **RPL SPONSORS**

Holland Services  
Vory's Law Firm  
Chevron  
Gulfport  
Jim Bourbeau Land Services  
Tucker Arensberg  
XTO Energy  
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### **TEE SPONSORS**

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Eclipse Resources  
Cabot Oil and Gas  
Layne Land and Leasing

### **ADDITIONAL SPONSORS**

MLBC  
EQT



# 2016 Annual MLBC Fall Charity Golf Outing





# 2016 Annual MLBC Fall Charity Golf Outing





# September Dinner Meeting





# Ohio Supreme Court Reconciles Application of the 1989 and 2006 Versions of the Dormant Mineral Act

On September 15, 2016, the Supreme Court of Ohio issued its much-anticipated decisions in multiple appeals dealing with the Ohio Dormant Mineral Act, Ohio Revised Code § 5301.56 (DMA). Using [\*Corban v. Chesapeake Exploration, L.L.C.\*](#) (Slip Op. No. 2016-Ohio-5796), as the lead case to determine the pivotal legal issues, the Supreme Court held:

1. The 1989 version of the DMA is not self-executing, and, therefore, did not cause ownership of mineral rights to automatically transfer to the owner of the surface rights;
2. Because the 1989 DMA is not self-executing, a surface owner must bring a quiet title action to obtain a judicial decree that a mineral interest has been abandoned and is merged with the surface estate pursuant to the 1989 DMA; and
3. The 2006 DMA, and not the 1989 DMA, applies to all claims asserted after June 30, 2006, the effective date of the 2006 amendments to the statute.

The Court applied its holding in *Corban* to all of the pending DMA appeals ([click here for a list of additional cases](#)), but provided specific commentary only in its decisions in *Walker v. Shondrick-Nau* (Slip Op. No. 2016-Ohio-5793), and *Albanese v. Batman and Lipperman v. Batman* (combined) (Slip Op. No. 2016-Ohio-5814). The remaining decisions merely reference the result (affirmance or reversal of the appellate court decision), with a cursory reference to *Corban*, *Walker*, or the Court's previous decision in *Dodd v. Croskey* (143 Ohio St.3d 293).

[Click here to read a thorough analysis of the court's decision.](#)

Lyle M. Brown

Steptoe & Johnson Member

Timothy B. McKeen

Steptoe & Johnson Member

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# MLBC Director's Report

On September 10-11, 2016, I, along with 44 other directors, attended the Quarterly Board of Directors' meeting at Snow King Resort in Jackson Hole, Wyoming. Also in attendance were AAPL officers, certain staff members and committee chairs. While in "The Last of the Old West" we experienced cool starry nights and warm sunny days with beautiful blue skies as the backdrop for the Grand Tetons.

Not unexpectedly, much discussion involved budgetary matters, annual meeting projections/costs, and education initiatives. Obviously, the industry downturn has significantly impacted AAPL.

Following is my summary of the Board meeting.

## **AAPL Staff Report:**

~Five Vacancies – Senior Accountant, Personify Data Base Administrator, Electronic Media Administrator, Business Development Manager and Publications/Marketing Manager

### ~Summer NAPE 2016

As projected, attendance was down (36%) from 2015 but exhibitor and attendee feedback were very positive overall. Financials are not yet available.

### ~NAPE Denver - October 12-13, 2016

### ~NAPE Summit - February 15-17, 2017

FYI: The keynote speaker for the NAPE Summit Charities Luncheon will be Colin Powell. The Association of International Petroleum Negotiators (AIPN) has agreed to hold its annual winter workshop the same week. The Outer Continental Shelf Advisory Board (OCS) has agreed to hold its winter Board Meeting in conjunction with NAPE Summit.

~Annual Meeting - Orlando, 2016 - Attended by 184 members. Due to low attendance and resulting low registration fees, income against budget was down 74%. Due to overhead locked in by contract entered into in 2014, the guaranteed number of hotel rooms and food/beverage minimums precluded a similar reduction in costs commensurate with reduced attendance. Expenses were reduced 22% as compared to budget. The 2015-2016 fiscal year budget approved in June, 2015 assumed a \$260,000 loss for the annual meeting; however the actual loss incurred was \$554,000.

~Annual Meeting - Seattle, 2017 - The hotel contract was negotiated in 2014 assuming hotel guarantees based on 750 members attending the event. The contract has been re-negotiated to reduce AAPL's exposure on the assumption 300 members will attend the meeting next June. Plan is to have registration available on the website as early as November 1.

**Membership and Certification:** Membership currently is about 75% as of June 30, 2016 final numbers. As of August 15, 2016 Total Membership count stood at **13,588**. There were 12,025 Active Members; 1,254 Associate Members; 105 Senior Members; and 159 Student Members. There are 2,729 CPLs, 2,130 RPLs 492 RLs; and 58 Retired CPLs bringing the total of land professional designees to 5409.

~**Note:** The Certification Committee continues to regularly review applications. There have been instances of applicants being denied due to sponsor verification issues. For those of you who are considering applying or sponsoring, I quote from Part IV / Application Procedure / B. Verifications,

## MLBC Director's Report Continued

***“All verification forms must be completed by the sponsor in their own words. If any question, blank or page of the verification form is prepared by the applicant, the application will be returned and will not be considered again for one (1) year. In addition the signatory sponsor and/or the applicant may be subject to referral to the AAPL ethics committee.”***

### Technology:

~Contract Center - Slated to launch by November at which time 2015 Form 610 JOA will be available. The software will offer many enhancements, including on-line collaboration while streamlining the negotiations process within the platform, eliminating back and forth emailing. It's important to know that upon the launch of AAPL's Contract Center, Forms-on-a-Disk will cease new sales. COPAS staff is receptive to allowing AAPL to publish the COPAS Accounting form via Contract Center.

~Personify New Member Join was implemented in August.

### Treasurer's Report (for period ending June 30, 2016):

~**Balance Sheet:** As compared to June 30, 2015 total assets decreased from \$35,543,394, to \$30,842,103 a change of \$4,701,291 or 13.2%. This was due in large part to paying \$1,338,651 on the building loan out of the operating account, net transfers of \$2,330,000 to the operating account to meet day to day expenses; of which \$1,000,000 was used to pay off the building loan, a general decline in the market value of the investments totaling \$378,882, and a decrease in receivables from the prior year in the amount of \$463,773.

~**Revenues:** (exclusive of investment revenue) decreased 20.1% from \$8,808,361 to \$7,041,138. The decrease in revenue is due in part to a reduction in education revenue totaling \$349,366, a 39.9% decrease in NAPE distributions and management fee income for a total of \$705,002, the elimination of recertification fees for a total of \$95,995, a decrease in the earned dues income of \$183,139 and decreased attendance at the annual meeting in the amount of \$334,816.

~**Expenses** have decreased 2.7% from \$9,178,168 to \$8,930,847. The net ordinary income (loss) for the 12 months changed from \$(369,807) to \$(1,889,708). The decrease in expenses is due mostly to the reduction of annual meeting costs. Other expenses that were not budgeted include legal settlements.

~**Investments Accounts:** As of June 30, 2016 investments are \$24,098,738 a decrease of \$4,047,533 or 14.4% as compared to the same period last year. The decrease has been the result of paying a portion of the line of credit used to purchase the new building, in the amount of \$1,338,651, transfers of cash of \$2,330,000 to the AAPL operating account, and realized and unrealized losses in the AAPL investment account in the amount of \$378,882.

### Education Seminar Update:

~As of June's BOD meeting 14 seminars have been facilitated with 398 attending registrants. The new virtual delivery model launched on July 1<sup>st</sup> is proving to be very successful for onsite seminars hosted at the AAPL office and the virtual seminars.

### MLBC Members serving on Committees:

Marc Acree, Brad Boldt, Gianni Diaz, Christa Dotson, Dan Kostrub, Johna Oates, Jeremy Preston, Cindy Perdue, Arnie Schulberg and Bernie Ulincy. As AAPL Treasurer, Jim Bourbeau sits on several committees. There are currently 38 committees.

## MLBC Director's Report Continued

⇒ **Oil and Gas Land Review CPL/RPL Exam** – May 2-5, 2017 – Pittsburgh, PA. See AAPL website for details.

**Note: AS OF JANUARY 1, 2017 YOUR APPLICATION MUST BE APPROVED BY THE CERTIFICATION COMMITTEE BEFORE TESTING!**

⇒ **Additionally** there are numerous educational opportunities available. Members receive discounted rates on all in-person courses, webinars and videos. You can find a current list of education events on the website or contact [education@landman.org](mailto:education@landman.org) with any questions.

**Publications:** The committee is looking for articles for consideration to publish in the *Landman*. Articles may be submitted to Andrea Spencer, of the AAPL staff at [aspencer@landman.org](mailto:aspencer@landman.org) or you may contact committee members, Arnie Schulberg or Cindy Perdue.

The next quarterly board meeting will be held December 10-11, 2016 in Williamsburg, Virginia at Kingsmill Resort. If you have any concerns, questions or suggestions, I should address to the AAPL Executive Committee or Board of Directors please contact me at [bruce.turner@steptoe-johnson.com](mailto:bruce.turner@steptoe-johnson.com). It's a privilege to serve as MLBC's representative to AAPL. I'm grateful for the support of the MLBC, the AAPL and my employer, Steptoe & Johnson.

WE ARE: AMERICA'S LANDMEN!

Bruce Turner  
National Director

### **“DANCE WITH THE ONE THAT BRUNG YOU”**

**A FAVORITE EXPRESSION OF DARRELL ROYAL, HEAD FOOTBALL COACH, UNIVERSITY OF TEXAS**

**ARTICLE BY MARK A. ACREE, CPL**

Here we are again. The oil and gas industry has been taking another beating and we find numerous companies having to restructure, down-size, right-size, or realign their workforces in the midst of a falling price market. In reaching energy independence, based on simple supply and demand economics, we have provided the global economy with low prices for oil, natural gas, coal, and related hydrocarbon products, as supply far exceeded demand. This is Economics 101.

While the majority of consumers are loving low prices at the pump, and in many cases, homes and businesses, many of our industry's workers are being adversely affected. Tens of thousands have been affected by the downturn in this country alone. It seems layoff announcements have been routine for the past 12 months, and there are more to come. Bankruptcy filings are increasing, and with many companies being over-leveraged, acquisitions and divestitures have, or will soon be, a part of the fabric of our industry for the next several years. And this neither addresses the economic impact on related services, royalty owners or the tax revenues lost, nor the impact on future production caused by impairment of shut-in wells or wells drilled but for which completions are delayed.



## **“DANCE WITH THE ONE THAT BRUNG YOU CONTINUED”**

Those of us who have been in the industry for the past 40 years remember the times when supply and demand have been out of sync (upside down). Many of the industry's faithful, experienced, and loyal professionals have seen several of these cycles. While some of these cycles have been short in duration, many of today's market analysts are speculating the current cycle has the ring of the mid 1980's, when prices fell sharply, demand was slow to recover, and the industry had a very slow growth pattern for many years. It was during this period when many oil and gas companies saw bankruptcies, mergers and consolidations used to “thin the herd”. Some of that meant weeding out the poor performers, while others used it as a means to survive.

With that as background, I ask you to think about how our industry and profession reacted during the big downturn of the mid 1980's. Thousands of oil and gas employees and contractors, including Landman and other land professionals, left the industry to find jobs (opportunities) in other sectors, as there just wasn't any jobs within the industry for many years. Many were forced out of good paying jobs for positions that may not have paid the same, but at least they had a job. Some were hired back, but in positions below what they previously had, or even below what they were capable of, but they had a job. While those were trying times, those that suffered the downturn and returned to the industry and land profession, have been the ones that have rebuilt and energized this industry for the past 20 to 30 years.

Many of those people are the 50+ crowd today. Besides, people are working longer, due to our life expectancy being much greater, and to be honest, most have to work as the retirement age keeps drifting upwards (my SS statement indicated 67 years, 10 months for full benefits). With so many downturns in our industry, and with little to no confidence in our government to refrain from robbing Social Security and lessening quality health care for the over-65 crowd, more and more of our experienced oil and gas professionals not only want to continue to contribute and train the next generation...but need to work. Part of the residual effect of the 1980's downturn was that we lost many great performers, mentors, and leaders who could have possibly better led us through the current storm. That needs to be a lesson learned in our current situation, but from what we have witnessed thus far, the highest leaders of this industry are not aware of the golden experience they are tossing out in lieu of retaining that experience for the coming upswing.

Now it's time to ask yourself, who created energy independence and the massive profits possible over the last few decades. It has been the devoted professionals that have weathered the storm with the industry. Those that struggled through the down cycles and stayed in the game, for better or worse. I can recall giving up benefits, and even taking wage cuts to stay in the industry. It was better than the alternative. Based on recent events, see if you can count on one hand how many company executives have cut their salaries and benefits, or even offered their employees the opportunity to take benefit or salary reductions, or forego bonuses and raises before they contemplate laying off people, their friends and co-workers. I worked with a group of people that did this in the 1980s and 1990s, and even more recently recall employees at my former employer indicating they would prefer to give up their bonuses, if that would save people from being laid off. Now that's a kind of caring and devotion you rarely see. Of course, company executives did not see that as a viable alternative.

The rebuilding of the oil and gas industry since the late 1980s, has not been in the hands of those hired over the last 5 or 10 years. There was a huge increase in workers as the result of soaring demand and profits, which attracted thousands to enter the industry, particularly the land profession. Noticeably, people in their 20's and 30's, have been hired to fill the age gap that has existed for many years. People without industry experience had been flocking to the industry due primarily to the higher wages, assuming the trend would continue and not having the experience of living through the prior downturns. Some of those with less experience have now been

## **“DANCE WITH THE ONE THAT BRUNG YOU CONTINUED”**

promoted into advanced roles or managerial positions. But, the saying goes...“with age, comes wisdom”. While some were ready, many still do not have the requisite industry and professional experience of those with 30+ years. Age does not guarantee wisdom (or success), but understanding how to gain wisdom (and knowledge) and apply it will make the difference in a career.

But, during this down cycle, the group with age and experience seem to be the most affected by the lay-offs, cut out of that part of their best years in the terms of wages and benefits, as the means to reduce corporate overhead. Companies are giving up experience in favor of reducing costs, but essentially are harming themselves and the industry as a whole again by not allowing the more experienced workers to continue to train and provide leadership to those that will require time and training to eventually take these more senior level positions when they too have reached that level of experience. This same pattern became evident in the 1990s and 2000s after years of gradual growth at a slow pace. Many company leaders have forgotten that wages are really a small part of the needs of an organization when compared to how that organization survives and grows.

I would like to remind those in positions of power and authority that have been formulating a strategy for these lean times, **don't forget the thousands of loyal employees you have laid-off during these turbulent times, especially those that contributed so much to your company's success. Seek these people out and bring them back into the business.** The years of growth at the end of the last century and into this one, have been accomplished by experienced people that became the backbone of your business and the leaders providing the growth that has been accomplished since the new era of the unconventional shale plays have come into existence.

Those with 30+ years of experience, who accomplished great things for developing and expanding oil and gas companies, should not be sidelined, but utilized to again rebuild the industry. Strong leadership is essential to success, not just as leaders, but as workers and mentors training and guiding during what will be another period of rapid resurgence in our industry after this downturn.

There are thousands of people with this experience now out of work as budgets were cut and those with higher overall compensation were eliminated. It always seems easy to hire people back, or find the next group of people to rebuild a decimated infrastructure, but waiting until needed and having to run fast (sometimes at impossible speeds) to maintain an aggressive rig schedule will be the same problem the industry faced since 2010. This will undoubtedly come, as the business has changed and unconventional shale plays are no longer exploration projects, but feats of engineering and technology growth. It takes time to do it right, to get ahead and accomplish reasonable goals allowing your company and its employees and contractors to share the success.

To paraphrase Darrell Royal, “Dance with **those** that brought you success” and make sure you use the talent and experience of those people to ensure your company, and our industry, will continue to develop and grow. There may be a few exceptions, but I would guess most successful oil and gas companies have experienced people with 30+ years in key roles, particularly executive or senior management. Don't sideline experienced workers, including former middle management and other leaders, with similar skills and experience in the name of cost cutting. **You need them... now and in the future!**

# MLBC New Members

## August

First Name	Last Name	Employer	Member Type
David	Horan	Independent	Active
Travis	Powell	Independent	Active
David	Stockman	Chevron North America	Active
Marc	Tate	Chevron USA, Inc.	Active
Robert J.	Andre	Dominion E & P	Active
Jennifer	Hayes	DPS Land Services	Active
Dustin	Goldston	Halo Land Management, LLC	Active
Jon	Curry	Independent	Active
Jacqueline	Closson	JAX Research & Titles, LLC	Active
Melissa	Grimes	Steptoe & Johnson PLLC	Active
Jordan	Adkins	Venture Energy	Active

## September

First Name	Last Name	Employer	Member Type
Greg	Franz	Chesapeake Appalachia, LLC	Active
Angela	Dively	Complete Title Solutions	Associate
Jonathan	Carpenter	Independent	Associate
Alexander	McElroy	Lenington, Gratton, & Alexander, LLP	Associate
Marcus	Strunk	MNT Land Services, LLC	Active



## CORPORATE SPONSORSHIP LEVELS

### ***Platinum \$5,000.00 per year***

#### Benefits of Platinum Sponsor

- Logo on the corporate sponsor board at every meeting along with the meeting sponsor board.
- Logo on the back of every Takeoff and the bottom of every membership email.
- Receive three meeting/dinner passes for each meeting for one year.
- Receive one free Full Page advertising ad.
- Receive free Half Page ad in the takeoff per year.
- Logo on Golf Outing sponsorship boards.



### ***Gold \$2,500.00 per year***

#### Benefits of Gold Sponsor

- Logo on the corporate sponsor board at every meeting.
- Logo on the back of every Takeoff and the bottom of every membership email.
- Receive one free Half Page advertising ad in the Takeoff per year.
- Logo on Golf Outing sponsorship boards.



### ***Silver \$1,500.00 per year***

#### Benefits of Silver Sponsor

- Logo on the corporate sponsor board at six meetings.
- Logo on the back of every Takeoff and the bottom of every membership email.
- Receive one free Half Page advertising ad in the Takeoff per year.



### ***Bronze \$750.00 per year***

#### Benefits of Bronze Sponsor

- Logo on the corporate sponsor board at three meetings.
- Logo on the back of every Takeoff.



### ***Advertising in The TakeOff***

Full page ad \$500.00 per month

Half page ad \$250.00 per month

### ***Dinner Meeting Sponsorship***

Cost \$250.00 per meeting. Companies will receive advertising at the dinner meeting as well as your logo displayed on our website for the month of the meeting you sponsor.

To secure a corporate sponsorship, advertise in the Take-Off, or if you have any questions please contact Tara White at [twhite@mlbc-aapl.org](mailto:twhite@mlbc-aapl.org). Please contact Jeremy White at [jwhite@eqt.com](mailto:jwhite@eqt.com) for dinner meeting sponsorships.

# MLBC Corporate Sponsors

## Platinum

**Babst Calland**  
Attorneys at Law



**ST STEPTOE  
& JOHNSON**  
PLLC

**Mountaineer  
Keystone**

**DAVIS**  
LEGAL GROUP  
**VORYS**

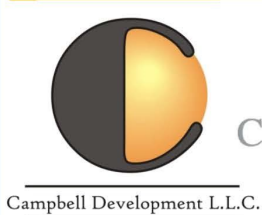
**EQT**



Higher standards make better lawyers.®



## Gold



**Cabot Oil & Gas Corporation**

**Antero**  
Resources

**DUDLEY**  
LAND COMPANY

**SWN**  
Southwestern Energy®

**TUCKER ARENSBERG**  
Attorneys

## Silver

**Holland**  
SERVICES

**BRIGHTON**  
RESOURCES INC.

**Terra**  
TERRA SERVICES, LLC

**IGR** Lewis Glasser  
Casey & Rollins  
LAW OFFICES PLLC

**BALDERSON**  
LAW OFFICE, PLLC



**STOLL  
KEENON  
OGDEN**  
PLLC

**ARNOLD SCHULBERG**  
ATTORNEY AT LAW  
16591 Sagamore Bridge Way • Delray Beach, FL 33446  
304.760.2345  
aschulberg@schulberglaw.com

**HURON**  
LAND SERVICES, LLC  
304.760.2345  
16591 Sagamore Bridge Way  
Delray Beach, FL 33446  
aschulberg@schulberglaw.com

## Bronze

**SPILMAN**  
ATTORNEYS AT LAW

**Clearwater**  
land services, llc

**iLandMan**  
INNOVATIVE LANDMAN SOLUTIONS

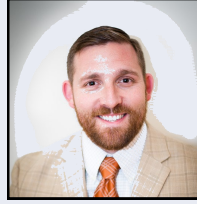
**CINCO**  
ENERGY MANAGEMENT GROUP

**GEORGE MASON LAW FIRM, PSC**

## 2016-2017 EXECUTIVE COMMITTEE

**President**

John Kimbleton, CPL  
Latitude Land and Regulatory  
[jkimbleton@gmail.com](mailto:jkimbleton@gmail.com)

**Director**

Anthony Romeo  
Mountaineer Keystone  
[aromeo@mkeystone.com](mailto:aromeo@mkeystone.com)

**Vice President**

Jeremy Preston, RPL  
EQT Production  
[jpreston@eqt.com](mailto:jpreston@eqt.com)

**Director**

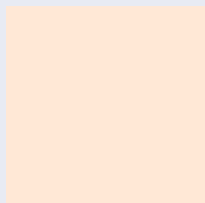
Lori Naser  
[naser.lori@gmail.com](mailto:naser.lori@gmail.com)

**Secretary**

Britney Crookshanks, RPL  
Northeast Natural Energy  
[bcrookshanks@nne-llc.com](mailto:bcrookshanks@nne-llc.com)

**Director**

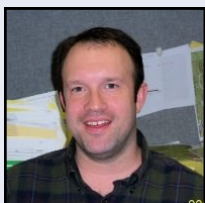
Robert Greiner, RPL  
MidWest Land Services, Inc.  
[rgreiner@mwlandservices.com](mailto:rgreiner@mwlandservices.com)

**Treasurer**

Christa Dotson  
EQT Production  
[cdotson@eqt.com](mailto:cdotson@eqt.com)

**National Director**

Bruce Turner  
Steptoe & Johnson PLLC  
[bruce.turner@steptoe-johnson.com](mailto:bruce.turner@steptoe-johnson.com)

**Sergeant-At-Arms**

Jeremy White, RPL  
EQT  
[jwhite@eqt.com](mailto:jwhite@eqt.com)

**President Emeritus**

Aaron R. Yost, CPL  
Percheron Energy  
[aaron.yost@percheronllc.com](mailto:aaron.yost@percheronllc.com)

**Executive Director**

Tara White  
MLBC  
[twhite@mlbc-aapl.org](mailto:twhite@mlbc-aapl.org)

## 2016—2017 COMMITTEE CHAIRS

Awards	Christa Dotson	<a href="mailto:cdotson@eqt.com">cdotson@eqt.com</a>
Bylaws	Chris Elswick	<a href="mailto:chris.m.elswick@gmail.com">chris.m.elswick@gmail.com</a>
Certification	James Talkington, Jr., CPL/ESA	<a href="mailto:jeta@frontier.com">jeta@frontier.com</a>
Education	Mark Mudrick, RPL	<a href="mailto:mark.mudrick@percheronllc.com">mark.mudrick@percheronllc.com</a>
Ethics	Justin Nixon	<a href="mailto:jrnixon@eqt.com">jrnixon@eqt.com</a>
Fall Golf	Steve Carr, CPL	<a href="mailto:steve.carr@tsdudley.com">steve.carr@tsdudley.com</a>
Finance	Adam Morgan	<a href="mailto:adam.morgan@cabotog.com">adam.morgan@cabotog.com</a>
Historian	David Aman	<a href="mailto:davidaman@consolenergy.com">davidaman@consolenergy.com</a>
Legislative	Steve Perdue	<a href="mailto:steve.perdue@steptoe-johnson.com">steve.perdue@steptoe-johnson.com</a>
Marketing	Daniel Germain	<a href="mailto:daniel.germain@completetitlesolutions.com">daniel.germain@completetitlesolutions.com</a>
Membership	Ashley Woods	<a href="mailto:awoods@larkspurlandgroup.com">awoods@larkspurlandgroup.com</a>
Directory	OPEN	
Photography	Mike Kalany, RPL	<a href="mailto:mkalany@eqt.com">mkalany@eqt.com</a>
Spring Golf	Jeffrey Junstrom	<a href="mailto:jjunstrom@tuckerlaw.com">jjunstrom@tuckerlaw.com</a>
Scholarship	Justin Nixon	<a href="mailto:jrnixon@eqt.com">jrnixon@eqt.com</a>
Sponsorships	Lhag Bowers	<a href="mailto:lhag.bowers@percheronllc.com">lhag.bowers@percheronllc.com</a>
Website /Job Bank	Jeremy D. Preston , RPL	<a href="mailto:jpreston@eqt.com">jpreston@eqt.com</a>
University Liaison	Mark Acree, CPL	<a href="mailto:macree1959@yahoo.com">macree1959@yahoo.com</a>

## MLBC SCHEDULE

<u>Date</u>	<u>Location</u>	<u>Speaker</u>	<u>Topic</u>
<i>November 10, 2016 Luncheon</i>	<i>Waterfront Hotel Morgantown, WV</i>	<i>Karen Welton</i>	<i>Independent Contractor vs. Employee Distinctions</i>
<i>March 9, 2017</i>	<i>Bridgeport Conference Center Bridgeport, WV</i>	<i>Full Day Seminar</i>	
<i>May 12, 2017</i>	<i>Oglebay Resort Wheeling, WV</i>	<i>Spring Golf Outing</i>	



## MEMBERSHIP INFORMATION

**Michael Late Benedum**



**“The Great Wildcatter”**

The MLBC membership application is located on the website at [www.mlbc-aapl.org](http://www.mlbc-aapl.org). Please check your information on the website prior to submitting your renewal. The MLBC website has an updated version of the membership listing. Please use this resource if you can not find yours or others information in the directory. Please report any errors or omissions to Tara White at [twhite@mlbc-aapl.org](mailto:twhite@mlbc-aapl.org).

Notice of the application(s) of all potential Chapter members shall be published in the next regularly scheduled monthly Chapter “Takeoff” newsletter. Active members shall have the opportunity during a period of thirty (30) days following the first publication to object to the potential members’ application. Such objections to membership approval may be submitted to any member of the Executive Committee and shall be in

writing. The Executive Committee shall take any such objection under counsel in the next regularly scheduled monthly Executive Committee meeting. A decision to accept or reject the membership application shall be determined by a majority vote at such meeting. The Executive Committee shall notify the applicant in writing of rejection.

Application for membership in the Chapter shall be subject to the approval by a majority vote of the Executive Committee at a regularly scheduled meeting, after the aforementioned thirty (30) day newsletter publication period, and shall require the signed approval by the acting President of the Executive Committee, as evidence of the Committee’s approval. Names of any and all newly approved members shall be read at the following regularly scheduled general meeting of the Chapter.



### MLBC WEBSITE

If you experience any problems using the website or if you have any suggestions, please contact Jeremy Preston via e-mail at [JPreston@eqt.com](mailto:JPreston@eqt.com).



### JOB BANK

The direct link for MLBC Job Bank is [www.mlbcjobbank.com](http://www.mlbcjobbank.com). If you have any questions, please contact Jeremy Preston via e-mail at [JPreston@eqt.com](mailto:JPreston@eqt.com).



### PHOTO ALBUM

We would like to share our Photo Album with you to show you what MLBC has been doing throughout the year. The direct link for MLBC Photo Album is [www.mlbc-aapl.org/VPhoto.php](http://www.mlbc-aapl.org/VPhoto.php).