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APPENDIX A

Hiring Initiatives

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News Release

Industry Expert Named Director of School of Energy Resources

June 1, 2007 -- Mark Northam, research science consultant with Saudi Aramco, has been named director of the University of Wyoming School of Energy Resources. He will begin his position at UW July 17. “Our search committee brought an outstanding slate of candidates to Wyoming, and it was difficult to choose among them,” says Myron Allen, UW vice president for academic affairs. “Dr. Northam brings to UW both a global perspective and extraordinary depth of experience in energy-related matters.”

The School of Energy Resources was authorized by the 2006 Wyoming State Legislature. Its three-part mission includes undergraduate and graduate education, research on existing and emerging energy resources and disseminating scientific, engineering, and economic information to support Wyoming's near- and long-term energy future.

The enabling legislation also created the UW Energy Resources Council (ERC) to help guide the school. The ERC, with representatives from industry, state government and academia, was involved in the search for a permanent director to replace interim director Carol Frost, a UW professor of geology. The extensive search evaluated more than 80 candidates from industry, national research laboratories and academia.

“The selection of Dr. Northam marks a key decision milestone for the School of Energy Resources’ future,” says ERC chairman Ron Harper, CEO and general manager of Basin Electric and Basin Cooperative Services. “I know I speak for the council when I say that we are extremely excited, as he brings industry knowledge along with a national and an international understanding of what is important to meet the future challenges of energy development.

“I would like to also express our sincere appreciation to Dr. Frost for her dedicated work in serving as our interim director, a position she will continue to hold until Dr. Northam arrives in Laramie. She did an amazing job of working with us through the early development of the school. Our thanks also go to the selection committee members for their work in presenting a tremendous slate of candidates for the director position.”

Northam has an extensive background in private sector energy research and consulting. Between 1981 and 1993, he worked for Mobil Oil Corporation in Dallas and New Orleans in a variety of positions, including organic geochemistry technical service supervisor, exploration geologist, organic geochemistry manager, basin analysis manager, and sedimentology and structural geology manager.

He worked for Mobil Exploration Norway Inc. for the next four years as geoscience manager, identifying and implementing technologies to improve oil and gas exploration in the company’s European region. Between 1997 and 2000, Northam worked as a technology consultant with Mobil Oil’s office of the chief technology officer, devising strategies to capture new business using existing and emerging technologies.

Shortly after the merger that created ExxonMobil, Northam became a senior geoscience business adviser for its Upstream Research Co. In that role he coordinated the company’s geoscience research budget, developed guidelines for basin simulators to solve exploration problems, led a 10-year strategic plan for geoscience research, and consulted on a \$100

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million long-range program to reduce greenhouse gas emissions.

Following a period of semi-retirement, Northam, since April 2006, has consulted for Saudi Aramco's Technology Management Division. Among his accomplishments is a long-term strategy for reducing the company's carbon footprint. He earned a bachelor of science (1976) degree in chemistry, cum laude, from Wake Forest University and a doctorate (1981) in organic geochemistry from University of Texas at Austin.

"Establishing the School of Energy Resources is a timely undertaking for Wyoming as the United States shifts emphasis to energy security in a carbon-constrained world," says Northam. "Working with the ERC and the faculty, it is my goal to develop a prominent program that will produce graduates and technology solutions to lead the energy industry and the state toward a sustainable future."

Searches also are underway for the school's first four distinguished professorships. These positions will add to the university's internationally recognized expertise in energy-related applied mathematics, resource economics, geophysics and coal conversion technology. UW will hire 12 new distinguished professors for the school during the next three years. Current faculty members in the university's seven colleges already contribute to teaching, research and outreach under the School of Energy Resources umbrella.

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Advertisements for Distinguished Chair Positions

UNIVERSITY OF WYOMING: DISTINGUISHED PROFESSORSHIP IN GEOPHYSICS

The Department of Geology and Geophysics at the University of Wyoming invites applications for a Distinguished Professor of Geophysics. This is an Endowed Chair position in the department and in the newly created School of Energy Resources (SER) at the University of Wyoming, an institute dedicated to energy-related teaching and research in support of state, national, and international energy-related activities. This appointment may be made at any rank, including Associate and Full Professor. The position can begin as soon as July 1, 2007.

We seek an individual who directs an internationally recognized, externally funded research program in reservoir imaging using 3-D seismic technology and/or reservoir characterization using petrophysical techniques. The successful candidate will be involved in the undergraduate and graduate teaching mission of the Department of Geology and Geophysics, and will complement and expand on departmental strengths not only in geophysics, but also in areas including structural geology/tectonics, sedimentary geology, and environmental geology. We seek a person with the ability to cooperate productively with other SER professors in geology and geophysics, mathematics, chemical and petroleum engineering, economics, and other energy-related fields. The SER is an ambitious, new state-funded institute that requires innovative, forefront researchers with the ability to produce benefits tangible to SER stakeholders and supporters. Information about the School of Energy Resources is available at uwyo.edu/SER. Additional information on the Department Geology and Geophysics can be obtained at <http://home.gg.uwyo.edu/>.

Applications should include a statement of research and teaching interests and accomplishments, curriculum vitae, and the names and contact information for three individuals who can provide letters of evaluation. Review of completed applications will begin immediately upon receipt; however, applications will be accepted until the position is filled. Send an electronic copy of your application to: Ms. Carol Pribyl at cpribyl@uwyo.edu; if you have additional application materials to send, please direct them to the Geophysics Search Committee, Department of Geology and Geophysics, University of Wyoming, 1000 East University Avenue, Dept. 3006, Laramie, WY 82071-2000.

The University of Wyoming is an equal opportunity/affirmative action employer.

THE DEPARTMENT CHEMICAL AND PETROLEUM ENGINEERING AT THE UNIVERSITY OF WYOMING has an opening for a distinguished Professor of Chemical and Petroleum Engineering.

This position is for a senior level faculty member in the newly created University of Wyoming School of Energy Resources (SER). The successful candidate will also be a tenured faculty member in the Department of Chemical & Petroleum Engineering. We seek an individual who has a national reputation in some aspect of coal conversion or utilization. The successful candidate will be expected to be a national leader in his/her area of scholarship and bring a significant externally funded research program to the University of Wyoming. Responsibilities will include teaching at the undergraduate and graduate levels in chemical engineering as well as providing leadership on campus for coal related research.

As the only public four-year institution of higher learning in Wyoming, the University enjoys a distinctive leadership role in the state and region. The main campus is in Laramie, a city of 27,000 people perched in a scenic valley between the Laramie and Medicine Bow Mountains of the Rocky Mountains. Laramie is a two-hour drive north of Denver, Colorado. More information about the University and its regional setting is available on the University's Web site, <http://www.uwyo.edu>.

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Candidates who possess an earned doctorate in chemical engineering or a closely related field and a demonstrated record of excellence in teaching and scholarship are invited to mail or email their application, resume, statements of teaching and research interests, and contact information for at least three referees to Dr. Brian Towler, Head, Department of Chemical and Petroleum Engineering, Dept. 3295, 1000 E University Avenue, University of Wyoming, Laramie, WY 82071. Email to margep@uwyo.edu Tel: (307) 766-2500. We will begin the application review process in early January 2007. The University of Wyoming is an AA/EEO employer.

UNIVERSITY OF WYOMING Department of Economics and Finance, in conjunction with the newly established School of Energy Resources at the University of Wyoming is searching for its first Distinguished School of Energy Economics Research Chair and invites applications from all qualified applicants. The School of Energy Resources was created by the State of Wyoming to establish a coherent body of expertise that spans the scope of energy-related issues and envisions hiring 12 new nationally- or internationally-renowned faculty members with energy expertise. Candidates for this Economics position must be established scholars with a record of publication and research in the area of energy economics, with preference given to those researchers who have done interdisciplinary work in the areas of energy economics and policy, industrial organization, market structure and regulation, economic development. Only established researchers and faculty at the senior associate or full-professor level should apply. This will be primarily a Departmental research position attached to the School of Energy Resources with a limited and negotiable teaching load (primarily at the graduate level) in areas associated with energy and natural resources. The Department of Economics and Finance has an internationally ranked PhD program with an historic emphasis in natural resource and environmental economics, industrial organization, and regulation. The optimal candidate should also have an established record in the supervision and instruction of doctoral candidates. Consideration will be given to both traditional academic researchers and researchers who are not at academic institutions or currently involved in teaching duties. Salary and teaching load will be determined commensurate with the candidate's qualifications and preferences. Interviews will be conducted at the January 5th-7th, 2007 at the ASSA meetings in Chicago IL. The University of Wyoming is an equal employment opportunity-affirmative action employer. Please send application materials to SER Chair Search Committee, Department of Economics and Finance, Department 3985, University of Wyoming, Laramie, WY 82071. For more information about the Department, see <http://business.uwyo.edu/ECONFIN>.

Mathematics: Flow Through Porous Media

The University of Wyoming Mathematics Department invites nominations and applications for a distinguished professorship in Flow Through Porous Media.

The position will play a key role in UW's newly founded School of Energy Resources (SER), which is dedicated to energy-related teaching and research and dissemination of scientific, engineering and economic information to support state, national and international energy-related activities. The distinguished position is one of SER's 12 permanently funded, distinguished professorships. For more information about the School, please visit <http://www.uwyo.edu/SER/>.

The Distinguished Professor will have broad energy-related mathematical expertise in topics such as the analytic and computational aspects of modeling flow through porous media, the mathematical analysis and numerical simulations of multiphase and multi-scale flow in enhanced oil recovery applications, and reservoir flow simulations.

Candidates must be strongly committed to: shaping and developing the Department's research, curricular, and services roles in SER, developing interdisciplinary research initiatives, and supervising

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graduate students.

Candidates should possess a distinguished career in the mathematical sciences, an internationally recognized record of teaching, research and granting, and university and professional service appropriate for a tenured appointment at the rank of full professor. Candidates should also demonstrate effective leadership, communication, and administrative skills.

Salary will be competitive and commensurate with qualifications. Applications should include a letter describing the applicant's qualifications, a curriculum vita, and the names and addresses of four references. Applications will be accepted until the position is filled. Send applications to: Distinguished Mathematics Position, University of Wyoming, 1000 E. University Ave., Department 3036, Laramie, WY 82071. The University of Wyoming is an equal opportunity/affirmative action employer, and encourages women and underrepresented minorities to apply.