

DOUGLAS A. KRIS, IRC

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Accomplished and respected professional with over 25 years of capital markets, investor relations, corporate finance, strategic communications, relationship management, business development, and industry experience. A natural relationship builder with a strong network of institutional investors, research analysts, media, and investment banking contacts. A dynamic leader and corporate spokesperson with exceptional communication skills able to relay the organization's strategy, goals, values, and purpose.

PROFESSIONAL EXPERIENCE

DIVERSIFIED ENERGY, Birmingham (Remote-New York)

Senior Vice President of Investor Relations & Strategic Communications (July 2022- Present)

Investor Relations Responsibilities:

- Recruited to expand the investor relations program and geographic reach into the US as the company prepares to redomicile and add the US listing to the established UK (FTSE 250) listing.
- Established new policies and procedures to meet SEC requirements, US accounting standards, and SOX compliance.
- Serve as a strategic business partner, providing strategic counsel and executive messaging support to the senior leadership team.
- Developed investor engagement strategy, working with current investors and analysts, targeting new institutions as potential investors, and scheduling events and travel to meet regularly with institutional investors and analysts in Europe and the United States.
- Lead competitive intelligence work to define, gather, analyze, and distribute updates about key competitors (financial results, initiatives, key strategies) and the overall industry/sector to inform decision-making.
- Launched & completed the company's new Materiality Assessment to help inform sustainability goals; organized workstreams internally with only minor cost and saved over \$185,000 in historical fees.
- Built a strong reputation company-wide as a strategic thinker willing to take on new assignments and responsibilities with strong project management skills.

Strategic Communications Responsibilities:

- Responsibility for all media relations and internal/external communications, including crisis communications and issues management.
- Developed and drafted the company's first formal corporate communications policy used by Executive Management, Board of Directors, and all employees.
- Managed relationship with external communications consultant responsible for budgeting and contract negotiation.
- Created the company's overarching strategic communications plan and messaging platform to drive consistency of narrative to internal/external audiences.
- Monitor global and social trends to prepare a strategy to keep the company cast in the best light to achieve strategic objectives.
- Explored and pitched media opportunities to enhance awareness of the company and favorably position the company and its leadership within the trade, business, and financial press.
- Cultivate relationships with internal business leaders to maintain consistent positioning and messaging, ensuring the company has a coordinated and consistent narrative.

COMPASS MINERALS, Kansas City

Senior Director, Head of Investor Relations (December 2020-June 2022)

- Hired to rebuild and grow the investor relations program with a proactive approach and included additional communications, capital markets, and ESG responsibilities.
- Developed messaging and execution strategy for the corporate transformation into a new growth business line and dramatic shift in capital allocation policy, including a 75% reduction in dividend payment.
- Established a new collaborative process to streamline earnings preparation and produce highly effective internal and public materials.
- Advised senior management and the Board of Directors on “IR 2.0 Strategies” that leverage technology platforms, smart beta, and ESG to create a larger pool of potential institutional investors.
- Provide strategic counsel and positioning advice to the Executive Management team. Supply market intelligence of industry trends, shareholder concerns, and competitor actions that could potentially impact the company.
- Member of the Company’s special projects committee tasked with business development initiatives and expansion into new markets for essential minerals.
- Developed content and strategy for the roll-out of the Company’s Lithium Project with a dual-track approach to engage institutional investors and potential commercial partners.
- Built a comprehensive investor targeting program, including planning virtual roadshows and investor conferences, and focused on a proactive approach to investor outreach.
- Introduced the Company to 15+ new potential analysts and numerous new institutional investors.
- Created strategic messaging materials and communications strategy on two separate asset divestitures.
- Participate in quarterly Board of Directors and Audit Committee meetings; provide an overview of messaging and performance.
- Managed relationship with external communications consultant with responsibility for budgeting and contract negotiation.
- Led the annual report, annual meeting, and proxy process, coordinating a cross-functional team including legal, human resources, financial reporting, and outside consultants.
- Initiated a relationship with a new proxy solicitor and managed outreach to institutional shareholders on the revised executive compensation program, which included the Chair of the BoD compensation committee.
- Maintained analyst consensus, investor, and competitive intelligence databases; monitored all published models. Supported CFO and finance in setting guidance and managing expectations.
- Collaborated with the corporate communications team to ensure consistent and clear messaging was aligned across all stakeholder groups.

MONTAGE RESOURCES (f/k/a Eclipse Resources), Dallas

Vice President, Investor Relations (March 2015- November 2020)

- Managed the Investor Relations platform with additional responsibilities that included capital markets, finance, business development, communications, and ESG strategy while reporting directly to the CEO and CFO. Managed all media relations and served as corporate spokesperson.
- Provided strategic counsel and positioning advice to the Executive Management team. Supplied market intelligence of industry trends, shareholder concerns, and competitor actions that could impact the company.
- Initiated the build-out and led the company’s ESG strategy; Chaired and formed an internal ESG committee.
- Introduced the practice of “IR 2.0 Strategies” that leverage technology platforms and smart beta to provide a more robust opportunity set for investors and the company’s ultimate valuation.
- Demonstrated ability to construct concise and compelling corporate presentations and targeted materials for the board of director meetings, rating agencies, business development, and executives at industry-specific events through a deep understanding of the corporate model and the sensitivities around key variables.

- Managed the full suite of quarterly and annual investor relations responsibilities, including quarterly and annual regulatory filings, board materials, disclosures, analyst day, annual shareholder meeting, 10Q/K, annual report, shareholder letter, and call scripts.
- Successfully coordinated two equity offerings, debt offering, asset purchase, joint venture (~\$1.9 Billion in value), and corporate merger with lead banks along with materials for secured credit facility, rating agencies, and bank redeterminations.
- Significantly increased institutional ownership by 55% through targeted direct investor outreach.
- Materially grew analyst coverage by 110%. Forged relationships with analysts and reviewed financial models to understand how they were projecting the company's operating and financial performance, which provided an increase in valuation for the Equity or Debt, along with a more favorable credit rating.
- Built an internal sell-side analyst consensus model incorporating financial statements/models from 20 institutional equity analysts, which calibrated against our internal financial forecast and was used by the executive management team, internal finance group, and investor relations for corporate finance, business development, and to manage or guide street expectations.
- Developed the "Weekly Performance Update" that incorporated trading metrics across asset classes. Company data along with price charts, relative performance tables, peer fundamental comparisons, weekly rig and permit information, along with a macro commodity perspective and commentary that was incorporated into weekly management meetings.
- Refocused, redesigned, and rebranded the company's corporate and IR websites.
- Coordinated disclosure process while monitoring the development of new and revised reporting rules and regulations (issued by SEC, FASB) to determine the appropriateness of the company's financial disclosures and compliance with Non-GAAP guidance while assisting with the flow of financial data for SEC filings.
- Achieved a 200% increase in targeted magazine articles profiling the company and CNBC interviews. Instituted a corporate communications initiative that allowed for strategic positioning with the media of public information to advance the company's profile with investors. Coordinated logistics and developed prep material for interviews, industry panels, and responses to media requests.
- Dynamic public speaker who has delivered keynote speeches, participated as a panel member, and acted as a media liaison, with a strong understanding of economic fundamentals and industry-specific information.

KLR GROUP, New York

Managing Director, Institutional Equity Sales & Trading (November 2013- January 2015)

- Built out the sales and trading footprint of Energy Research Boutique along the East Coast with core territory including Metro New York, Boston, Toronto, and the Mid-Atlantic.
- Developed daily commentary around energy vertical enhancing research product that utilized my expertise of macro commodity fundamentals and basin/well level economics.
- Developed new relationships, established our inclusion on broker votes, and monetized our research product through the opening of trading accounts as well as research checks.

EURO PACIFIC CAPITAL, New York

Senior Vice President, Institutional Equity Sales & Trading (January 2013- November 2013)

- Delivered a first-rate sales and trading service, including coordination of trade execution, research distribution, corporate road shows, and a global investment conference.
- Generated investment ideas and worked closely with research to improve product offerings.
- Leveraged existing relationships and developed new institutional client relationships to broaden distribution in the US and globally.

BMO CAPITAL MARKETS, New York

Managing Director, Institutional Equity Sales & Trading (2001-2012)

- Covered US institutional client base, including fundamental and hedge fund accounts.
- Specialized in Natural Resource Sectors: Precious Metals, Mining, Oil & Gas, Fertilizers & Agriculture.

- Utilized firm research product and augmented with market expertise in the resource sector to tailor a morning call and commentary to clients that was unique as well as actionable.
- Forged long-standing relationships with the buy-side through optimal trade execution, creative development of solutions, and facilitation of information flow that maximized commission revenue.
- Built strong rapport across company departments through cross-selling with program trading, derivatives, convertibles, and foreign exchange.
- Established a reputation for conducting business with the highest ethical standards and respect for client interests.

Liability Trader (1996-2001)

- Traded a book of Inter-listed Canadian Equities in the Metals, Mining, Oil & Gas, Paper & Forest sectors.
- Positioned equity blocks to facilitate client liquidity needs and execution of client trades.
- Managed and Traded Canadian Dollar book for arbitrage positions and client execution.

COLIN WINTHROP & Co., New Jersey

Assistant Trader (1993-1996)

- Executed trades in US Equities and Listed Options on various exchanges.
- Performed trade support and worked with clearing agents to reconcile accounts.
- Registered Options Principal (Series 4) of the firm.

EDUCATION AND CREDENTIALS

Saint Bonaventure University (1993): Bachelor of Business Administration, Finance Major
Investor Relations Charter (IRC) holder-National Investor Relations Institute (NIRI)

Manufacturers Alliance- Investor Relations Council: Member

National Investor Relations Institute (NIRI): Member

- Annual Conference Committee
- Developing Leaders Roundtable

Saint Bonaventure University Sustainable Business Center- Advisory Board Member

Accounting Standards Board (SASB): Alliance Member (former)

National Association of Petroleum Investment Analysts (NAPIA-NY): Member

Independent Petroleum Association of America (IPAA): Member (former)

Marcellus Shale Coalition (MSC): Member (former)

Ohio Oil & Gas Energy Education Program: Board Member (former)

Saint Bonaventure University, National Alumni Board: Vice President (former)

Mendham Township Library: Board of Trustees (former)

Pitney Farms Preservation Committee: Member (former)

