



PAUL ANTHONY FULLER

CURRICULUM VITAE



ADDRESS – Scotland, UK

Date of Birth - 15 July 1964

Nationality – Dual Nationality – British / Australian

Family Status – Married – 3 Children

SYNOPSIS OF WORK HISTORY

- Artificial Lift - Electric Submersible Pumps and associated surface and downhole equipment. Field, application engineering, repair shop and management experience.
- Progressive Cavity Pump design and operation.
- Supplier and End user experience.
- Operations and Contractual client support. Commercial and Contractual negotiations. Marketing.
- Pay for performance contracts.
- Management of Service Base, Regional Field Service, Application Engineering, and Administration personnel.
- Responsible for Regional P + L, and Asset Budgets.
- Project Management
- Conventional, SubSea, Cable and Coiled Tubing deployed ESP Installations.
- Assisted in a patented 5000 PSI Sealed ESP Shroud design for multi zone ESP Well testing.
- High and Low Voltage Power generation switchgear, protection, distribution, and control equipment.
- Countries Worked in: UK, Australia, Papua New Guinea, USA, Canada, Russian Federation, Kazakhstan, Egypt, Kuwait, Italy, Germany, China.

EDUCATION

- 1976 - 1981 St. Joseph's College, Dumfries, Scotland and St. Patrick's High School, Dumbarton, Scotland.
- 1984 Stow College, Glasgow Scotland. SCOTEC 5 (H.N.C) Electrical and Electronic Engineering.

WORK RELATED CERTIFICATES

- RosTechNadzor (Moscow, Russia) – Industrial Safety Legislation - 2007
- LEDUC SAFETY SERVICES (Alberta, Canada) - Hydrogen Sulphide and First Aid Safety - 1994
- QUICK CONNECTORS Inc.-Installation of Electrical Wellhead Penetrator Systems - 1993
- REDA PUMP Co. - Various in house training certificates for oil and water well equipment – 1993 - 1999
- JAMES WATT COLLEGE - 16th Edition IEE Wiring Regulations - 1992
- RTCC - Authorised Person Electrical No. 1 (11KV) (I Plant E accredited) - 1992
- RNSTS - Explosive Safety - 1991
- RoSPA - Electricity at Work Safety Regulations - 1990
- EITB - Certificate of Engineering Craftsmanship – 1984
- Member of S.P.E.

PERSONAL INFORMATION

I recently located back to Scotland after living overseas, primarily Australia, for 13 years.

I have excellent managerial, operational and engineering experience in the Artificial Lift industry. I consider myself to work well under pressure, and have strong leadership and motivational skills and excellent client / vendor relations. I am willing to travel as required.

Passport: (I hold 2 UK Passports for visa purposes and an Australian Passport), UK expires Feb 2012, UK expires August 2014, Australian expires 2018

I hold a full U.K. and Western Australian driving licence

EMPLOYMENT

March 2008 to date

ROC Oil (Australia)

Contracted to ROC Oil through Caledonian Oil (WA) Pty Ltd. This is my own company.

March 2008 to date

ESP Technical Advisor

Based in Perth Western Australia / Scotland

Responsible for technical management of Artificial Lift selection (ESP's became the AL method of choice), and completion design for all ROC Oil artificially lifted wells.

The Cliffhead field consists of Coiled Tubing deployed ESP's, and currently holds the global run life record for CTESP fields, averaging 4 ½ years.

Cliffhead Field – WA

- Set the production strategy to ensure optimised production in parallel with increased runlives.
- Day to day operations of all wells. Monitor and provide operational adjustments to optimise field production.
- Supplier contractual negotiations.
- Manage supplier equipment purchase orders and deliveries, including supplier visits internationally to audit equipment manufacture, test and dismantle.
- Manage all completion inventory.
- Prepare annual Completion budget requirements, and negotiate with ROC and JV senior management to ensure a suitable conclusion .(Completion budget averages \$3 - \$3.5MM AUD). Manage the completion budget throughout the year.
- Prepare and monitor 5 year and field life equipment requirement and production forecasts.
- Prepare workover programs, equipment and supplier personnel for well interventions.

Zhao Dong and Beibu – China

- Technical evaluation of Artificial Lift methods for all fields.
- Review supplier ESP designs for suitability.
- Review completion designs for suitability.
- Provide remote support, for all start up and operational problems.
- Assist in the review of ESP specifications, on all short runlife and common failures.

September 2005 to December 2007

TNK – BP (Russia)

Consultant to TNK – BP (This is a JV between Tyumen Oil Company and BP in the Russian Federation). Contracted through Orbis Engineering, Houston Texas.

January 2007 to December 2007

Chief ESP Specialist – Engineering Standards Group

Based in Nizhnevartovsk – Western Siberia

The primary objective of the Engineering Standards Group is to increase the ESP MTBF company wide. The group has 3 distinct functions, Application Engineering, Operations and Equipment Repair.

- All Business Units within TNK-BP operate as stand alone assets, with no commonality or joint approach. I assisted in preparing a process that allowed all BU's to agree with a common identification of ESP failures, Root Cause Analysis and measurement of MTBF.
- Reviewed all existing ESP application engineering, installation, start up and operating procedures.
- Familiarised myself with all Russian Regulations (GOST) relating to Safety, ESP systems installation, troubleshooting, production, field recovery and reserves replacement.
- Prepared new procedures on all aspects of the ESP life cycle.
- Reviewed for approval 3rd party procedures for ESP repair and testing.
- Recruited and managed a team of auditors (both Russian and Expatriate). Audits were carried out on all stages of the ESP Life Cycle, this included Equipment design, application modelling, pre shipping testing, transportation, well site supervision, start up, operating, pulling, failure analysis and repair.

September 2005 to December 2006

Team Leader – Well optimisation

Team Leader for the Technology Block Well Optimisation team in Nyagan. The 3 Production Units encompassed in the Nyagan Business Unit have in excess of 5000 wells.

Primary activities of the Optimisation Team in Nyagan:

- Achieve or exceed on a monthly basis the planned optimisation targets, by improving ESP sizing or use of alternative equipment.
- Identify candidate wells for conversion to Artificial lift, and also conversion from Rod Pump to ESP or PCP.
- Introduction of different technology and procedures to counter high gas problems for ESP's in the Kammenoye field, this allowed for further development of the field. Procedural changes included reviewing setting depths, operating speeds and the use of wellhead chokes. Different technology included assessing available gas handling and separation equipment, larger vane pumps and Variable Speed Drives.
- Introduction of a Variable Speed Drive well testing program to evaluate completion and well performance.
- ESP completion design in a Horizontal Well Project for Kammenoye Field.
- Review of Acid Stimulation practices, and introduction of new candidate selection process.

May 2003 to September 2005

Weatherford Completion and Production Services

May 2003 to September 2005

Manager Business Development group – Artificial Lift

Based in Moscow, Russian Federation

Although this position was based in Moscow, I travelled from Perth Western Australia on an as required basis, otherwise working remotely from home..

I was offered and accepted this position with Weatherford as I saw it as challenge to be part of building a new Product Group.

Having a product in its infancy, but within an established Oil Service Company is a challenging role, as client expectations sometimes exceed available technical specifications.

- Manage the Artificial Lift group, responsible for all activities in Russia and CIS.
- Increased Artificial Lift revenue by 48% over the period. This was due to placing inventory in select locations to allow immediate commodity sales, providing pay for performance equipment and also competitive tendering. Gross margins averaged 34%.
- Review customer Artificial Lift requirements with a focus on ESP systems.
- Provide engineering designs, operational procedures and technical and commercial packages for submission to clients.
- Provide Operational support and advice for ongoing ESP projects and during new ESP installations, from both office and wellsite locations. Primarily these are land based installations involving Variable Speed Drives (6 and 12 pulse).
- Involved technically on ESP Service Centre acquisition proposals within Russian Federation. My focus was on the Dismantle and Inspection Failure Analysis, and rebuilds areas.
- Team member for Operational and Commercial Auditing of potential acquisition targets in Russia and CIS.

October 1993 to May 2003

Schlumberger REDA (Formerly REDA Pump Company)

July 2002 to May 2003

Account Manager – Schlumberger Artificial Lift

Based In Inverurie, Scotland

- Manage the Shell Expro Schlumberger Artificial Lift ESP contracts within the UK. These were Shell Gannet Sub Sea ESP's, Shell Auk Platform based ESP's.
- Interface on a daily basis with Shell asset Production Technologists, Completion and Reservoir engineers.
- Provide technical and support resources to ensure contract compliance. This included the day to day operation of the ESP's, providing startup and operation procedures (and reviewing these periodically with changing well conditions), providing workover procedures, ensuring equipment availability and coordinating 3rd party services and equipment (this included Halmar Robicon Medium Voltage VSD's, Tronic wet mate subsea connector systems and Bristol Babcock monitoring , alarm and protection systems). Provided Failure analysis reports, and regular reviews of operations to optimise production whilst maintaining acceptable ESP runlives.
- Project Managed the replacement of ESP Surface drive packages on Shell Gannet.
- Accountable for maintaining revenue and sourcing opportunities outwith the operating contracts.
- Negotiation of contract variations.

April 2001 to July 2002

Artificial Lift Service Manager – Schlumberger REDA

Based in Shekou, China

- Manage all Asia Pacific Artificial Lift “On call” Operational personnel, and support staff. This included the merger of the group into distinct geomarkets. , (China, Brunei, and Indonesia).
- Team leader for the BP Amoco Liuhua Subsea ESP project. Responsible for the day to day operation of the ESP’s, troubleshooting operational problems and supervision of ex pat and Chinese offshore operators and workshop staff. Ensured all back up equipment was readily available (this included testing and repair/redress of Nodeco resettable packers, Tronic Wet Mate connectors, ESP equipment and downhole sensor packages). Prepared a Production Operators training program to allow BP to proceed with a nationalisation plan.
- Well site reviews of Gas well dewatering projects for Sichuan Petroleum Company.
- Responsible for the ESP packages and operations for the Chevron Texaco Bohai Bay well testing program. These were multi zone heavy oil tests. Proposed and assisted in the design of a 5000 psi sealed shroud system for the ESP to eliminate the need to pull the ESP and redress a packer between zone tests.
- Full Client operational and technical consultation during all Schlumberger ESP operations in China.
- Prepare and negotiate contract tender submissions and proposal documents for potential and ongoing ESP opportunities. In particular, new business in North and East China.
- Responsible for Artificial Lift Regional Service P + L.
- Improved China Service Activity generated Revenue by 32%
- Responsible for inventory value \$4.5MUS
- Focal point for all QHSE issues.

Jan 2000 to April 2001

ESP Service Manager / Base Manager – Schlumberger REDA
Based in Perth, Australia

Due to the merger between Camco International and Schlumberger, I was employed by Schlumberger OFS in a dual role, as ESP Field Service Manager for Asia Pacific Field Personnel and as Perth W.A. Service Base Manager.

- Manage national and international “On Call” Field Personnel, Warehouse Personnel and Administration Staff.
- Responsible for Apache Stag – Australia NW shelf, Santos ESP operations in Queensland and South Australia, various smaller scale ESP operations, Gold mine dewatering in Papua New Guinea and Shell Brunei Coiled Tubing Deployed Pumping Systems on an unmanned platform.
- Full Client operational and technical consultation during Schlumberger ESP operations. Provided all operations documentation (workover procedures, failure reports and analysis, assignment reports and ESP optimisation reviews).
- Manage Service Base activities including QHSE, Logistics etc.
- Prepare contract tender and proposal documents for potential and ongoing opportunities.
- Responsible for Regional Service P + L.
- Responsible for Service Activity generated Revenue.
- Responsible for Inventory value \$3.7MUS
- Focal point for all QHSE issues.

May 1998 to Jan 2000

Field Service Supervisor – REDA Production Services
Based in Perth, Australia

- Set up and managed the ESP Operations Base for Australasia, including stores and procurement system, Health and Safety procedures, administration, ESP teardown facility and ESP cable repair facilities.
- Supervise ESP Engineers, Offshore Operators and Administration staff. Co-ordinate and supervise various International REDA staff while in the Region, and 3rd party contractors.
- Technical and operational support to REDA Project Management, REDA Marketing and various customers.
- Contracted to act as ESP Operations Manager for the Apache Stag ESP Project. I was also involved with the redesign of the completion. This was necessary due to unexpected high gas and sand production.
- Operationally responsible for WAPET Barrow Island ESP evaluation for reservoir pressure maintenance, and Esso Bass Straits water management ESP systems.
- Co-ordinate and assist teardown specialists in the fault analysis of pulled ESP equipment.
- Monitor customer accounts for accuracy in invoicing and payments.

June 1997 to May 1998

Field Service Supervisor - REDA Production Services
North Sea and Europe Division based in Aberdeenshire, Scotland.

- Supervise day to day running of ESP Service Engineers, and Cable Technicians.
- Technical and operational support to Contract and Application engineers
- Supervisor for all REDA ESP Drill Stem (Well) Testing, including technical, operational, co-ordination and third party support. Provide equipment, procedures and personnel globally.
- Provided technical and Field Service advice, inter-departmental and third party on new technology projects , e.g. Downhole oil/water separation , advanced gas handling , sub-sea completion's and Top-side commissioning projects.

October 1993 - June 1997

Field Service Engineer - REDA PUMP (UK) Ltd.
Various oil and water well locations world - wide, onshore and offshore

- Designated Senior Engineer for implementation of all REDA work on Kuwait oil fields North and West.
- Carried out well - testing on Kuwait Oil Company wells (Ratqa and Umm Ghadir fields), in conjunction with Schlumberger Testing. Utilising downhole ESP, Variable Speed Drive and Schlumberger test unit.
- Carried out well - testing for Chevron (Bressay Field) and Texaco (Mariner Field), North Sea.
- Supervision of customer technicians (Petrobel - Egypt), during installation, start-up, trouble-shooting and laydown of ESP's and related equipment.
- Installation, pulling and trouble-shooting on ESP's.
- Installation, start-up and trouble-shooting on Horizontal (surface) Pumping Systems for water injection wells.
- Installation, start-up and fault-finding on ESP switchboards and Variable Speed Drives.
- Installation of Cable Deployed Pumping Systems (CDPS) on onshore and offshore locations.
- Set-up repair workshop for switchboards and Variable Speed Drives

August 1981 to October 1993 – Ministry of Defence, United Kingdom.

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| • January 1992 - October 1993 | Project Engineer - MOD |
| • March 1989 - January 1992 | Electrical Inspector - MOD |
| • March 1988 - March 1989 | Electrical Supervisor - M.O.D. |
| • November 1985 - March 1988 | Sea System Weapon Diagnostician - M.O.D. |
| • August 1985 - November 1985 | Electrical Fitter - M.O.D. |
| • 1981 - 1985 | Apprentice Electrical Fitter - M.O.D. |