

Curriculum Vitae - Alvaro G. Soares Neto

Alvaro G. Soares Neto

Brazilian, Married

Birth date: 01/01/49

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QUALIFICATIONS AND SKILLS

Wide and solid technical and management experience in the field, leadership ability, high capacity and ability to attract, develop, manage and coordinate business, ease of adaptation to new situations, ability to communicate with multiple hierarchical layers, able to assimilate new technologies and develop operating procedures, proactive, strategic business vision, ability to analyze problems and find solutions, identify priorities, adapting corporate policies and procedures, excellent customer relations and interpersonal committed to the goals and results of the company with emphases in QHSE.

Extensive experience in coordinating work force and training personnel. Work in team motivating, leading coach and mentoring, provide stimulation for growth of their team. I like and I enjoy what I do, always highly motivated.

ACADEMIC BACKGROUND

- Specialization Courses in E&P / Oil&Gas (held throughout career)
 - See description in SPECIALIZATION COURSES
- University - Electronic Engineering at PUC - RS
 - Period from 1971 to Dec/1975 till 9th period
- Technical School - Technical Specialization Course in Electronics - Center for Technical Education Rio Grande do Sul (Federal school)
 - Period from Mar/1970 to Dec/1970

MAIN QUALIFICATIONS:

- 36 years of experience in the oil industry (upstring),
- Planning strategic sales and auctions, including the phases of preparation, implementation and supervision of works;
- Expertise in the areas of management, sales of products and services;
- Delivered seminars and lectures at various institutions in Brazil (SPE, UFRJ, IBP, UENF);
- Latin America Regional Manager for Technical Training in Completions - 2.1/2 years
- Country Business Manager for Completion for 3 years;
- Product Line Manager for 2 years;
- Senior Business Development Manager for Petrobras and NOC's in Rio de Janeiro;
- Completion Coordinator - operations, production and "Workover" in oil wells;
- Implementation of OHGP (Open Hole Gravel Pack) operations in Campos Basin;
- Thru Tubing operations application of Coil Tubing tools to Petrobras;
- 12 years operational base manager overlap with 22 work at rig site (Offshore and onshore);
- Completions tools specialist;
- Knowledge in well test and downhole valves;

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PROFESSIONAL BACKGROUND:

Weatherford – Period: Jan/2005 till Feb/2015.

Position: Regional Manager for Technical Training (Completion and Production) - Latin America.
2.1/2 years

Main Responsibilities

- Manage to achieve a better standard for Excellence to all employees of Completion Operation within LAO;
- Coordinate with the Product Line Managers the training calendar for each country to cover the greatest number of operators to be qualified;
- Elaborate and delivery technical courses with the goal of educating our employees, improving our operating performance aiming operational.

Position: Country Product Line Manager (Production Optimization) 2 years

Main Responsibilities:

- Manage R&D Project (in conjunction with CENPES - Petrobras) the installation of six wells with Intelligent Fiber Optic HT in Fazenda Alegre field – São Mateus - ES;
- Manage R&D Project (in conjunction with the Corporate - Petrobras) for the installation of the first In Well Multiphase Flow meter system with fiber-optic in the OU-BC;
- Support all underscores with customers to spread new technologies;

Position: Country Business Unit Manager (Completion) 4 years

Main Responsibilities:

- Manager the Completion Business Unit in Brazil;
- Keeping your business profitable with a "Budget" of \$ 22MM for the company and increase the participation of the product line in the domestic market, using intelligence marketing tools;
- Supporting the group of BD managers and operational managers;
- Responsible for the direct formation of prices in Quotes, BIDs and Tenders;
- Convey the company policy to operational and technical group;
- Responsible for the management reports to keep updated;
- Supporting the finance department in patches and updates monthly financial results;
- Provide critical analysis of the results to the management of the country;
- Develop strategies to improve performance and expected results achieved;
- Overseeing the performance of the safety, health and environment.

Position: Senior Technical Consulting for Completions (Brazil).

Main Responsibilities:

- Develop new products and services for domestic and international customers;
- Support staff and development for new technologies with the Caxias do Sul Plant;
- Internal technical courses with the goal of improving our employees, improving our operating performance aiming operational excellence;

Position: Technical Support Manager and Application Engineering 1 year 10 months Caxias do Sul (Plant) - RS

Main Responsibilities:

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- Visits to operational bases in the country to enhance customer relationships and improve the response of the plant;
- Customer meetings, presentations and discuss projects;
- Develop a strategy to redirect market (opportunities for application of new technologies);
- Developing strategies to expand the market;
- Participating with the group's engineering factory in developing new products.
- Testing and monitoring in the field new equipment;
- Implementation of the new vision of Country Technical Assistance;
- Training our field and district personnel for a better understanding of the oil industry and our products and services;

NOTE: Preparation of plan for deployment of new products and special projects, suiting the specific needs of the client, working directly with each PLM product line in Houston, bringing them to the local manufacturing generating an increase in the annual result around 50%.

BAKER HUGHES DO BRAZIL Ltda. (Baker Oil Tools) - May/1984 till Dec/ 2004 - Macae - RJ

Position: Completion Coordinator 2 years

Main Responsibilities:

- Responsible for the coordination of Completion, acting within the SCA Petrobras, UNBC, Offshore Field Technician team work force, and as "desk engineer" to support Petrobras operations as well;
- Raising new business within Petrobras;
- Responsible for Completion services contract;
- Responsible for training and development local staff;
- Development of programs and operating procedures to Completion operations of oil wells and special operations with coiled tubing.

Position: Thru-Tubing Tools Operations Coordinator (Workover) 9 years (overlap)

Main Responsibilities:

- Deploy and run with the first special work with thru-tubing tools in the Campos Basin for Petrobras;
- Working offshore / onshore along the country accounts (Petrobras) and international interventions in implementing solutions in wells with thru-tubing tools;
- Prepare technical reports and failure analysis for subsequent billing services;
- Responsible for the highly profitable contract with coiled tubing companies for execution of works TT;
- Development of new products for expansion of services.

Position: Operations Base Manager 12 years (Mar/85 – Dec/97)

Main Responsibilities:

- Manage the base of BOT (Baker Oil Tools) Macaé maintaining the highest level of technical support and services with Petrobras;
- Responsible for sales and technical support base Macae;
- Daily contact with the client (Petrobras);

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- Working with the client in the negotiation, implementation and monitoring of contracts for sale of tools and services in the area of Completion wells (installation and lowering production tools) as well as maintenance and repair tools;
- Expertise in customer service & technical assistance;
- Responsible for sales over \$ 5 MM / year;
- Training in new technologies to customers in many locations in Brazil;
- Preparation of technical reports and market analysis, to customer service and gain market;
- Responsible for creating new business with the customer and the creation, research, development, sales, billing and monitoring of new technology solutions that generate new contracts;
- Shipments to frequent descents Completion tools, and recompletion operations Gravel Pack, installation of Safety Valves and Slick Line operations;
- Preparation and execution of programs Completion.

NOTE: Between 1984 and 1990 the support the Baker plant in Rio de Janeiro leveraged business with local manufacturing. In the period from 1987 to 1989 win a contract of few MM dollars to TCP guns on two platforms in “Vermelho” Field Campos Basin.

Position: Field Operating Technician for Completion 1 year

Main Responsibilities:

- Worked as a Completion Technician, customer relationships in sales and technical support;
- Resume activities previously assigned;
- Technical Completion working offshore Brazil and overseas.

Engemaq Ind. Com. Ltda. Caxias do Sul – 11 months

Position: Technical Consulting for Completion tools

Main Responsibilities:

- With the government effort to nationalize all tools use in the oil industry, few companies start to manufacturing and retrofit completion tools. Driven by customer referrals, I work together with that company on the redesign the equipment donated by Petrobras to adapt them to the customers' requirements;
- Develop together with project designs engineering group in Caxias do Sul plant, packers as such several different tools prototypes, among other equipment.
- Support sales office to Macae, won a contract 6MM dollars in TSR's;
- Completion description and drawings to meet the requirements of quotations;
- Training our internal staff;
- Support design and manufactory to Retrofit of Completion Tools as national content.

Baker do Brasil Ltda. (Baker Packers and Service Tools) - Macae - RJ

Position: Field Operating Technician for Completion 3 years (Jul80 - Jun83)

Main Responsibilities:

- Long term training in the U.S. during seven months in all product lines of the Company;
- Opening of the first Baker Oil Tools office in Macae;

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- Working as Field Technician Completion tools;
- Complete all wells in the first fixed platform offshore Campos Basin (Garoupa field);
- I been participate of the intervention in Enchova 1, (first greater production well at that time) Workover and recompletion the well;
- Prepare together with Petrobras the technical Completion programs for intervention;
- Achieve sales and keep the high level of customer inventories delivered for quick growing the number of wells to be completed;
- Provide technical assistance to the new horizon of tools for the Campos Basin;
- Train new operators and engineers from Petrobras to Completion knowledge, as well base repair and maintenance equipment used by them;
- Monitor purchasing process and provide material support to the technical department and customer purchases;
- Teaching Petrobras technicians to Repair & Maintenance all kind of tools;

Flopetrol Schlumberger – Vitoria ES - Mar/1979 - Jul/1980

Position: Field Technician

Main Responsibilities:

- Base manager assistant Macae.
- Directly responsible for the implementation and maintenance tools in addition to the installation and RIH, representing the company into customer and providing customer support in all phases of the job (Onshore and Offshore);
- Operations Supervisor, working in Down Hole Pressure and Temperature gauges (DPTT). Install the first Wet Tree with DPTT in the Campos Basin (PDG);
- Worked in downhole sampling under different conditions (Open and Cased Hole), layout of surface Test Plant, Run and Operate the EZ Tree for Test Well;
- During my training, I worked in data acquisition during well and production testing (Well Test), using such assorted tools in order to provide customer a necessary record information for data interpretation and analysis of their reservoir;
- Offshore Operator for well test, slick line, "EZ Tree" test valve, Amerada gauge;
- R&M company tools to cover Petrobras services contract;

INTERNACIONAL EXPERIENCE:

- Peru, 2001: Work for Pluspetrol performed Baker Thru-Tubing fishing jobs in the Amazon jungle wells, in conjunction with SLB coil tubing units.
- Yopal – Colombia, 2000: Work as coordinator in Thru Tubing jobs, performed to BP;
- Trompeteiros - Peru, 1999: Worked in the first horizontal completion performed in Amazon side, for PetroPeru;
- Santa Cruz de la Sierra - Bolivia, 1994: Worked in completion few wells to Pluspetrol in Santa Cruz district of BOT;
- Prudhoe Bay - Alaska, 1993: Thru-Tubing Field training in Dethhorse BOT district, perform coiled tubing operations and workover;

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- Derezor – Syria, 1990: Work in Completions for Shell, during first Gulf War, in Derezor district of BOT;
- Homa - LA, 1981: Field training at Homa BOT district. Offshore operations in the Gulf of Mexico in Completion, Gravel Pack and Safety Systems;
- Houston - TX, 1981: Houston BOT district work onshore jobs as remedial, cementation and fracpack;
- Bellchase - LA e Laurel - MS, 1980 / 1981: Field training at Bellchase and Laurel BOT district. Worked onshore and offshore in GoM, lakes e bays, in Completion and Workover jobs;
- Homa – LA, 1980: Field training at Homa BOT district. Offshore operations in the Gulf of Mexico in Slick Line;
- Oklahoma City - OK, 1980: Liner Hanger Field training at Oklahoma City BOT district;

SPECIALIZATION COURSES

Weatherford

- ZoneSelect Frac Systems for Shale Gas app
 - Oct 2014 - Houston - Tx
- QHSE Environment Quality and responsibilities
 - May 2013 - Rio de Janeiro
- WFT Global Qualified Competence Assessor Course (CAP)
 - August 2012 – Houston - Tx
- Weatherford Performance Tracking System User Training (WPTS)
 - July 2012 - Rio de Janeiro
- New Professional Sales Training Course
 - March 2012 - Bogota - Colombia
- Influential Presentations Course
 - February 2012 – Rio de Janeiro
- Sand Control & Gravel Pack Completions Advanced Course
 - February 2012 - Ojeda - Venezuela
- Training - Marketing Strategies of Production Optimization
 - April 2011 - Houston – Tx
- Trade Compliance Training
 - May 2011 - Rio de Janeiro
- SafeStart Training for Enterprise Excellence
 - December 2010 - Rio de Janeiro
- Fiber Optic Technologies applied to measuring and monitoring
 - April 2010 - Wallingford - Ct
- International Bribery and Corruption Course: Global Edition
 - Rio de Janeiro - 2010
- On the Job Training Mentor Course and T4 - Train the Technical Trainer Course
 - February 2010 – Houston, Tx
- Manager Development Program – (MDP)
 - October 2009 - Rio de Janeiro
- BizWiz - Finance for Nonfinancial Course
 - May 2009 – Rio de Janeiro
- Defensive Drive West Group Course

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- June 2009 - Macae - RJ
- Advanced Innovative Selling Course
 - April 2008 - Rio de Janeiro
- Sales Seminar I Course
 - March 2008 - Quito, Ecuador
- Slickline Tools Training Course - WFT (BDK)
 - June 2007 - Macaé
- Advanced Expandable Screens Technology Course (ESS)
 - September 2006 – Rio de Janeiro
- Skill Training for Enterprise Excellence Course
 - June 2006 - Caxias do Sul - Brazil

Baker Oil Tools

- BOT Training - October 2003 Rio de Janeiro - Brazil
 - Negotiations Technic and Skills in #6 (Course LNET-005-SP)
 - Defensive Drive 2003/2004
- Petrobras Managers and Engineers Training - April 2003
 - Review Completion and Workover course in Petrobras
 - CIPA in the Industry course
- BOT Training – June 2002 Houston TX - EUA
 - First Adds Course (Global Medical Assist)
 - Stop for Supervisor (DuPont's Safety Training)
- BOT Training Center – March 2001 Houston TX - EUA
 - Thru-Tubing ISAP Seminar No.614
- BOT Training – October 2000 Lafitte - LA
 - IMPACT Tools - Fishing Tools Open and Cased Hole
- BOT Training Center – August 2000 Maracaibo - Venezuela
 - Advanced Well Bore No. 411 Course
 - Course taught by professors staff of Texas A&M Int. University
- BOT Training Center – November 1999 Maracaibo - Venezuela
 - Fishing Tools Open and Cased Hole - Fishing #1 Seminar No.121sp
- BOT Training Center – April 1996 Houston TX - EUA
 - Thru-Tubing Fishing Seminar No. 122
- Baker Oil Tools Training Center – May 1993 Houston TX - EUA
 - Thru-Tubing Training Seminar No.8
- Baker Sand Control – May 1992 Macae – RJ, Brazil
 - Advanced Gravel Pack for High Efficiency
- Baker Sand Control – August 1982 Macae – RJ, Brazil
 - Sand Control Technologies Course
- Baker Packers – February 1981 Houston TX - EUA
 - Advanced Completion Course I
- Baker Safety Systems – February 1981 Broken Arrow OK - EUA
 - Course about Technologies of Safety Systems for in oil Wells
- Baker Service Tools - February 1981 Houston TX - EUA
 - Remedial & Stimulation Tools Course

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- Defensive Driving Course
- Baker Packers - December 1980 Houston TX - EUA
 - Down Hole Completion Tolls Course
 - Marketing Skills and Sales Course
 - “Stop” H2S Safety Course
- Baker Well Services - November 1980 Angleton TX - EUA
 - Advanced Slick Line Course
- Baker Line - October 1980 San Antonio TX - EUA
 - Liner Hanger Training Course

Flopertrol Schlumberger

- Flopertrol Schlumberger - February 1980 Melum, France
 - Down Hole Pressure & Temperature Course
 - Gauge Transducer Course
- Flopertrol Schlumberger - May 1979 Vitoria, ES – Brasil
 - Production Training Course
 - Well Testing Operator Course, EZ Tree & Slick Line Training Skills

LANGUAGES:

- English (Professional working proficiency)
- Spanish (Full professional proficiency)
- Portuguese (Native or bilingual proficiency)

RECOMMENDATIONS:

*" Álvaro is a highly qualified and experienced professional in the oil industry. I was privileged to learn about the oil industry through their teaching. Excellent mentor and coach! Alvaro reveals empathy in interpersonal relations and can transmit reliability at it. I admire him a lot as a professional and I long to continue having much success in his career."

— **Denise Medeiros de França**, *Training & Development and Recruitment Coordinator - Brazil, Weatherford*, worked indirectly with Alvaro at Weatherford

** "Alvaro is a very experienced hard working professional. His hard working and technical expertise have always impressed me and put him as one of the best in the business. I have great pleasure to work close to him, and could observe his professionalism and work ethics on a daily basis."

— **Marcelo Tilhe**, *Ops Mgr, Baker Hughes Brasil*, worked with Alvaro at Baker Hughes