
RICHARD HATALA, P.Eng.

P.O. Box 22204, Bankers Hall
Calgary, AB, Canada T2P-4J5

Alta Ph: (403) 651-8351

E-mail: iliinfo@integrativeleadership.ca

CAREER SUMMARY

- Founder, Principal, President & CEO of **Integrative Energy Ltd**, a revolutionary North American energy company based on four foundations: High intent in building a community of significance; High touch in applying the integrative paradigm within the energy sector; High tech to reduce the risk associated with high impact prospects, plays and projects; and High Reward for all involved in IEL endeavors.
 - Founder, Principal and Executive Director of **Integrative Leadership International Ltd.**, a private consulting firm based in Calgary specializing in leading edge integrative leadership and management development. Also co-founder of the **Integrative Leadership Institute**, a private institute based in Saskatoon whose purpose is to conduct research, development, education and publication on all facets of integrative life, learning and leadership.
 - Founder, Director, former President and CEO of **Momentum Energy International Inc**, a private Calgary based international oil and gas production and development Company. Momentum raised over \$35 million US in the private markets of Canada, US and Europe and positioned itself in two oil and gas producing regions of Ukraine, Carpathian mountain region and the Dneiper-Donetsk basin, with offices in the US, Canada, Cyprus and Ukraine. Momentum currently has developed and produces 600 BOE/d and markets an additional 1,200 BOE/d in Ukraine.
 - Founder, Director, CEO and President of **Lionheart Energy Corp.** who led a team in building this western Canadian based, TSE listed upstream Oil and Gas Company from 24 BOE/d to 1000 BOE/d in three years with full cycle F&D costs of less than \$3.00 per BOE.
 - Founder, Director and General Manager of **Zeeland Horizontal Ltd**, a private, international integrative technical reservoir evaluation and development company focusing on horizontal and directional drilling services in Russia, Cuba, Mexico and China.
 - Engineering Manager with **Gulf Canada Resources** with over 15 years experience in project, petroleum, plant engineering and earth sciences. Director of multi-disciplined teams to form and implement corporate strategy, which developed and connected a variety of conventional and non-conventional oil and gas related projects through the use of enhanced recovery and innovative technologies.
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WORK EXPERIENCE

- Mar 2005 – Present: **Integrative Energy Ltd.** – Founder, President, CEO. Assembling high impact opportunities in North America, new remote sensing technologies within an integrative philosophy and framework. The combination of philosophy, opportunity and technology we envision as creating high reward for staff, shareholders, stakeholders and society.
- Dec 2000 – Mar 2005 **Integrative Leadership International Ltd**—Executive Director: Author, consultant, coach, professional speaker, developer and facilitator of Integrative Leadership™ and management seminars, workshops and retreats in Canada and abroad.
- 1997 – Feb 2001 **MOMENTUM Energy International Inc.** President, CEO, COO, Director, Consultant – Global Financing and International Energy Development; Eastern Europe (Ukraine, Poland, Romania) and Latin America (Bolivia and Argentina).
- 1993 – May, 1997 **LIONHEART ENERGY CORP.** Founder, President, CEO, COO, Director. Western Canada oil and gas development in central and northwestern Alberta.
- 1992 - 1994 **ZEELAND HORIZONTAL Ltd.** Founder, General Manager, Director. International Reservoir Evaluation and Directional and Horizontal Drilling Services.
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1976 - 1991

GULF CANADA RESOURCES LIMITED

Department

1988-1991	Manager - Western Canada Reserves Exploitation	Exploration
1986-1988	Coordinator - Saskatchewan Region	Exploration
1984-1986	Senior Project Planner	Development
1980-1984	Plant Engineer - Strachan Gas Plant	Production
1977-1980	Project Engineer - Oil Sands & Heavy Oil	New Energy Res.
1976	Student Project Engineer - Rimbey Gas Plant	Production

EDUCATION

1977	B.Sc. Mechanical Engineering, University of Waterloo
1977- Present	Special Courses in Technical, Management & Leadership Training

PROFESSIONAL ASSOCIATIONS

- Association of Professional Engineers, Geologists and Geophysicists of Alberta (APEGGA)
- Canadian Association of Professional Speakers (CAPS).
- Saskatchewan Training & Development Association (STDA)

PUBLICATIONS

- **“Integrative Leadership: *Building a Foundation for Personal, Interpersonal & Organizational Success.*”** (2004). Integrative Leadership Institute: Saskatoon, SK. Co-Authored with Lillas Marie Hatala.
- **“On Becoming an Integrative Leader”** (September 2003). Banff Centre Leadership Compass Magazine/Internet Article. Co-Authored with Lillas Marie Hatala.
- **“Walking the Path of Integrative Leadership”** (June 2003), CAUCE Conference Proceedings, May 28-30 2003. Calgary, Alberta, Canada.
- **“Intuitive Leadership: An Innovative Solution to Managing in the Third Millennium.”** (March 2002). The Association of Professional Engineers, Geologists and Geophysicists of Alberta (APEGGA); The Peg Newspaper, Article.
- **“Canadian Coiled Tubing Horizontal Drilling- Technology & Applications”**
R. Hatala, M. Olanson, P.Davis. CIM Paper 94-13. Presented at the Recent Advances in horizontal Well Applications International Conference, March 1994.
- **“Beyond Synergy: The Revolutionary Elements in Horizontal Technology”**
R. Hatala. CIM Paper 94-33. Presented at the Recent Advances in horizontal Well Applications International Conference, March, 1994

INTERESTS:

- From 1986 to present, developed and conducted numerous personal and corporate development seminars and courses such as “Transforming Your Attitudes and Emotions”, “The Inner Power of Silence”, “Rekindling the Creative Spirit in Business” and “Walking the Path of Integrative Leadership” among others.
- Study and practice since 1974 in management, leadership, entrepreneurship, psychology, philosophy, comparative religions and spirituality found in the world’s major wisdom and mystic traditions.

PROFESSIONAL EXPERIENCE

Mar 2005 to Present: **INTEGRATIVE ENERGY LTD.**, Founder, President & CEO

- Forming a unique North American Energy company with high impact opportunities, new remote sensing technologies and application of the integrative philosophy and model that will yield high rewards for all involved.

Dec 2000 to March 2005 **Integrative Leadership International Ltd.**, Founder, Executive Director, Principal

- Co-founded with Lillas Marie Hatala (formerly Brown) the I.L.I. to help individuals and organizations become integrated. Lillas is the Director of Business and Leadership Programs, Extension Division of the University of Saskatchewan.
- Integrative Leadership International is the commercial entity that conducts seminars, workshops, consulting and public speaking to the marketplace.
- The Integrative Leadership Institute is dedicated to conducting research, development, education and publication of all facets of integrative life and leadership. The Institute is publishing and distributing the foundational book, "Integrative Leadership: Building a Foundation for Personal, Interpersonal and Organizational Success."
- For more information, visit www.integrativeleadership.ca

1997-2001 **MOMENTUM Energy International Inc.** President, CEO, COO, Consultant

- One of three principal founders of Momentum in early 1997. Momentum was founded as a private, Canadian international oil and gas company with its initial focus in Ukraine. Momentum raised \$35 million US in private equity markets in Canada, United States and Europe in three years.
- Momentum invested over \$30 million US in Ukraine; about \$15 million US was invested in western Ukraine developing people (65 in-country nationals), infrastructure, equipment (service and drilling rigs) and obtaining and developing four licenses (one light oil license and three shallow gas licenses) in the Carpathian region of Ukraine. In addition, \$15 million US was invested in eastern Ukraine positioning Momentum in three deep gas condensate and oil fields in the Dneiper Donetsk region.
- Production in May 2000 was 10 mmcf/d gross (5 mmcf/d net) with 120 Bcf gross (100 Bcf net) of recoverable reserves in western Ukraine. Eastern Ukraine had potential for up to 500 Bcf of recoverable natural gas and 12 million Bbls of liquids and was expected to come on-stream in the second half of 2000. Current production is approximately 800 boepd as of June 2002.
- In three years, Momentum invested more in Ukraine than any other Canadian based company; was the first to declare dividends from any foreign joint venture for its Ukraine partners; was the first to be paid 100% for its natural gas sales within Ukraine; and was the first foreign company to export natural gas from Ukraine to adjacent countries.
- Momentum has over 50 shareholders in the company with 50% comprised of domestic and international institutions; 15% high net worth individuals and the remainder of management, directors and employees. Momentum has offices in Calgary, Toronto, Connecticut, Cyprus, and in western Ukraine and currently employs three people outside of Ukraine.
- Resigned as President and CEO in 1999, consulted until February 2001; resigned as director in Nov 2002.

1993- 1997 **LIONHEART Energy Corp.** President, CEO, COO

- Conducted an evaluation of the western Canadian basin and defined 26 oil and gas fields that were under exploited, underdeveloped and had fractionated interests representing economic opportunity for Lionheart in early 1993.
- As a founding director, focused the company acquisition and exploitation strategy on the Chigwell Region of east central Alberta. Joined Lionheart full-time as the Chief Operating Officer in the fall of 1994 and then subsequently appointed to the position of Chief Executive Officer and President in the spring of 1995.
- Lionheart was formed as a private entity in June 1993. Moved Lionheart through a reverse takeover public onto the Alberta Stock Exchange in November, 1994 to provide liquidity to our shareholders, then moved onto the Toronto Stock Exchange in December, 1995 to enhance shareholder liquidity even further.
- Raised over \$10.0 million in equity in three years with private and institutional investors. Increased production from 24 to 1000 BOE/d and increased reserves from less than 100,000 BOEs to 4.0 million BOEs (proved and probable) at an overall finding and development cost of less than \$3.00 per BOE.
- Lionheart was merged with Search Energy Corporation in May 1997 at a value of \$24 million Cdn.

- Founder, Director and General Manager of Zeeland Horizontal Ltd, a private company that was a sister company to Canadian Fracmaster, Q.C.Data, Maximum West and many other companies within the Emergo Canada Ltd. Group; Emergo Canada was run by Mr. Alfred Balm, a Dutch entrepreneur.
- Focus of the company was to provide integrative engineering, project management, drilling, reservoir and geological expertise to the oil and gas industry both domestically and internationally focusing on projects utilizing directional and horizontal drilling technologies.
- Assisted in the development of coiled tubing horizontal drilling technologies in partnership with Canadian Fracmaster.
- Built the organization domestically from a directional drilling service to the oil and gas industry to over \$2.0 million in revenues and 15 people in the organization in 18 months.
- International contracts for evaluations were obtained in Russia and were pending in Cuba, Mexico, Latin America and China.
- Won the Emergo Canada Chairman's award for significant contributions to the Emergo Group of Companies in the spring of 1994.
- Resigned from Zeeland Horizontal Ltd. to join Lionheart full time in the fall of 1994 to assist in the exploitation and development of the Chigwell region of east central Alberta.

- Appointed in 1988 to develop a professional, multi-disciplined team to provide technical assessment, evaluation and quick-connection of conventional oil and gas reserves in western Canada.
- The initial 14-person group comprised of petroleum, project, evaluation engineers, business analysts and geoscientists grew in this three-year period to 22 direct reports and over 30 indirect reports.
- Capital expenditures directly managed or indirectly influenced by the Exploitation group were in the order of \$200 million over three years.
- The group was involved in the drilling and connection of 350 Bcf of gas and 20 mm BOE of oil and liquids that resulted in 110 mmcf/d of natural gas and 6,000 bpd of oil and liquids to corporate volume additions.
- The "Special Projects" component of the group identified over 150 mm BOE of crude oil opportunities in western Canada accessible via horizontal drilling, and 2 Tcf of natural gas opportunities in coal bed methane (CBM) and other conventional sources.
- The group and individuals received CEO and President's awards for their individual and corporate contributions. In addition, they significantly influenced policy, regulations and procedures in government and industry.

- Supervised a group of eight professional earth scientists. The group was responsible for the exploration, development and maintenance reserve additions for Saskatchewan and the heavy oil portions of Alberta.
- The group's activity resulted in reserve additions of 5.5 million BOE at a finding and development cost of less than \$3.00 per BOE. Production additions were 3,500 bpd of oil for an efficiency of less than \$7,000 per BOEPD. Operating income for the area doubled as a result of the group's efforts.
- Three new pools were discovered by the group; one of the most significant was the Verrendrye light oil project near Kindersley, Saskatchewan. In six months, over 110 wells were drilled at 95% success. These wells were on production within eight months, contributing 1,600 bopd to the area volumes additions.
- The group was responsible for the design and drilling of the first horizontal wells for Gulf Canada. A total of eight horizontal wells were drilled in the heavy oil area of Pelican Lake for C.S.Resources Ltd. This technology was subsequently moved to West Edam heavy oil in N.W. Saskatchewan, Ingoldsby-McMillan in S.E.Saskatchewan and, in subsequent years, into Alberta.

- Developed and assisted in implementing over \$20 million of unconnected gas opportunities in western Canada. The corporate volume contribution was 30 mmcf/d of natural gas and 4,000 bpd of oil and natural gas liquids.

- Assisted in establishing corporate strategy for a variety of business units and segments including Unconnected Gas, Heavy Oil, and Oilsands via environmental and business assessments, new business opportunity & technology evaluations, and specific project evaluations.
- The Gulf Canada Oilsands strategy, for example, presented and implemented in 1986, continues to be followed by Gulf Canada today. Recent consulting work has reestablished oilsands in the Torch framework for Gulf's future.
- As coordinator of New Business Development, searched out new technologies for use by Gulf including natural gas to liquids conversions, insitu recovery and upgrading technology, among others.

Gulf Canada Resources 1980-1984 Plant & Senior Engineer - Strachan Area Gas Plant

- Responsible for all on-site plant and field engineering and, in partnership with the Calgary Project Team, for all regional projects with capital in excess of \$1.0 million.
- Staff consisted of five technical professionals to service the plant. The plant capacity was 250 mmcf/d of rich sour gas, 1,200 tonnes/day of sulphur and 8,000 bpd of natural gas liquids.
- In this time frame, the processing plant throughput volumes increased 25% with new stream additions and field/plant modifications. The number of wells feeding the plant increased from 5 to 25 in this time frame.

Gulf Canada Resources 1977-1980 Project Engineer - New Energy Resources Dept., InSitu Oilsands

- Project engineer for the \$32 million Pelican Lake InSitu Oilsands project. The project consisted of 56 thermal wells, steam generation and insitu combustion (air and oxygen) injection facilities. The pilot operated successfully for nine years until shutdown due to the meltdown of oil prices in 1986/87 time frame.
- Supervised various cyclic steam winter testing programs for heavy oil at Pelican Lake and Surmount near Fort McMurray, Alberta.
- Project team member for the \$52 million Surmount Development Project, which consisted of shaft and tunnels, horizontal and vertical cyclic, steaming and flooding technologies. This project (which was never implemented by Gulf) was the precursor of the Steam Assisted Gravity Drainage (SAGD) technology, which was later commercially developed by AOSTRA in Fort McMurray.

Note: Within his career with Gulf Canada Resources Limited, Mr. Hatala received eight promotions in fifteen years, seven superior performance ratings (no. 1 performance from four different departments within the company) and five C.E.O. awards for technical and business excellence.

Additional Information:

1992-2002 ORACLE Resource & Consulting LIMITED Principal

- A private teaching, consulting and investment vehicle for the oil and gas industry established in 1992. Prior to 1992 taught and facilitated courses and seminars on a variety of personal and corporate development aspects since 1986.
- Teaching was through the Centre of Training and Development of Calgary and the University of Calgary and taught various management, leadership, business, creativity and innovation seminars to the oil and gas and other industries and institutions. Clients included Crestar, Northstar, Gulf Canada, Gienow Windows, Alberta Trade and Manufacturing among others.
- Consulted to the oil and gas industry on corporate strategy and technical implementation for the optimum exploitation and development of discovered fields in western Canada. Star Oil & Gas, C.S.Resources Ltd, Gulf Canada Resources Limited were among some of the clients.