

PIERRE E. CONNER III

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SKILLS

- Oil and Gas Operations
- Capital Markets
- Corporate Governance
- Team Leadership
- Corporate Strategy
- Business Development
- Non Profits-Education/Conservation
- Regulatory Affairs
- Financial Audit
- Investor Relations
- Mergers and Acquisitions
- Risk Management
- Technology Implementation
- Human Resource Management

KEY AREAS OF EXPERTISE

Institutional Equity Broker Dealer Operations and Management:

- As President of Capital One Securities; Head of Sales, Research and Trading
 - Administered all aspects of legal entity operations of Capital One Securities, including board governance, risk management, regulatory compliance, and financial reporting.

Building and Managing High Performing Teams and Corporate Planning and Implementation:

- During tenure at Exxon with growing management responsibilities and as key leader at then Hibernia Southcoast
 - Integrated internal organizations at Exxon with consolidation and efficiency gains.
 - Rebuilt and grew small broker-dealer through business continuity disruptions and multiple acquisitions.
 - Recruited highly qualified personnel to rebuild teams and grow business at Capital One Securities.

Research and Analysis of Energy Companies:

- Since Southcoast Capital through integration into Hibernia and Capital One as equity analyst and director of research
 - Drove all aspects of evaluation of operational performance, financial performance, and operational and financial strategies on over 200 oil and gas producers and oilfield service companies ranging from startups and IPOs through mid and large capitalization companies.

Onshore and Offshore Oil and Gas Exploration and Development Operations:

- Over span of 18 years in upstream energy industry with growing responsibility and authority
 - Ensured operational excellence and compliant operations.
 - Provided safety and field operations leadership for process improvement efficient field and engineering support and strategy development and implementation.
 - Oversaw crisis event preplanning and response.

Corporate Finance, Company Capital Structure, and Capital Markets:

- As president of Capital One Securities
 - Teamed with commercial and investment bankers to provide equity capital solutions.
 - Leveraged institutional investor knowledge and perspective to optimize public market realization of valuation.
 - Worked with C-level and investor relations to develop company investor targeting and investor relations strategies.

Regulatory Compliance, Evaluation of New Rules, and Government Agency Interface:

- As a result of experience in regulatory coordinator role at Exxon and responsibility as president of broker-dealer subject to internal and external assurance exams
 - Developed excellent regulatory interface skills.
 - Experience in rule interpretation and implementation in both oil and gas and broker dealer operations.

Third-Party and Contractor Management:

- As engineering manager over significant budget in drilling operations and as president of Capital One Securities with dozens of suppliers
 - Managed RFQ processes through evaluation and contracting and implementation of services.
 - Oversaw compliant and prudent ongoing third-party relationship management and evaluation for productive partnerships.

EXPERIENCE

TULANE ENERGY INSTITUTE A.B FREEMAN SCHOOL OF BUSINESS TULANE UNIVERSITY Executive Director, Professor of Practice, 2019-Current

Responsible for direction and operations of the Energy Institute programs and staff. Supporting faculty research and curriculum in the energy area. Responsible for leadership and management of the institute tracking success of TEI goals. Fundraising and communication of TEI activities and development of corporate relationships. Development and implementation of new program expansion opportunities to meet student and corporate needs. Represent TEI, A.B.Freeman School and Tulane in energy related activity for local, regional, national and international exposure.

CAPITAL ONE SECURITIES President, Head of Institutional Sales, Research and Trading, 2010-2018

Oversaw operations of broker-dealer and all aspects of organization's sales, research, and trading efforts. Fully integrated independent broker dealer into commercial bank, operations, HR, compensation redesign, IT, compliance, and risk management verticals. Ultimately responsible for all aspects of sustainable and compliant operations of the broker-dealer. Had all P&L responsibility of Sales, Research, and Trading and interfaced with commercial and investment bankers to provide additional equity capital solutions for commercial bank clients as well.

- Developed new sales process using client tiering model and effective allocation of resources to match client potential and reduced client list and increased revenue as quality and client targeting improved, established accountability in sales team with regular account reviews, and established customer support tracking with CRM system installation. Reduced customer base from 800+ to ~450 clients while driving up revenue 15%.
- Led sales team to grow from unranked to become the fifth-ranked by Institutional Investor energy-focused sales team of more than 70 competitors in the space.
- Implemented new products for equity capital markets to provide to clients, including ATM (at the market) offering ability and corporate buyback capability. Built capability to market and execute ATM revenue from zero to greater than 10% of IB revenue in two years.
- Worked with IT team using Agile methodology to build prototype of big data domestic oil well production database with machine learning capability to project oil and gas decline curves.
- Transformed Capital One Securities Energy Investor Conference into one of the leading energy conferences with peak attendance at 400 investors and company representatives.
- Led organization through initial implementation of AML KYC program, compliant with bank and regulatory requirements.

Managing Director of Equity Research, Senior Oilfield Services Analyst, 2003-2010

Responsibility to provide institutional quality research coverage on 30+ publicly traded oil service companies, including at least one week per month of travel for face-to-face client development. Concurrently held responsibility of Director of Research (DOR) for the broker-dealer. Implemented growth plan through expansion of coverage from energy only to include hiring and staffing of additional sectors and coordination of firm strategy with sales management.

- Hired analysts for expansion into sector coverage of technology, financials, capital goods, healthcare services, medical devices, and consumer retail.
- Kept core team together and business running during family and business dislocation of Katrina, setting revenue records during that period and creating an organization highly desirable to the acquiring firm.
- Led team in kicking off (now in the 13th year) energy equity investors conference. Conference attendance peaked at ~400 attendees across investors and C-level company management

ADDITIONAL EXPERIENCE

Senior Vice President, Head of Energy Equity Research, Oilfield Services, 2000-2003. Revamped and established research credibility for boutique investment banking firm. Established professional quality research product moving up firm

profile as a firm with quality analytical and deep knowledge and experience in energy space, receiving Starmine awards for estimate quality, Institutional Investor "best new up and comer" votes, and media coverage as a top equity analyst in the offshore drilling space.

Vice President, Equity Research, Exploration and Production, 1999-2000. Transitioned from engineering and operations to company valuation and analysis for sell side purposes. Rolled out net asset value approach for equity investments and present value creation metrics techniques for use in institutional equity investment analysis.

EXXON COMPANY USA

Drilling Engineering Manager, Exxon USA Drilling Organization, 1997-1999. Designed and planned Exxon Mobil integration for combined drilling organization. Integrated multiple district consolidations and implemented standard processes and procedures in integration process.

Division Supervising Engineer, Subsurface Engineering, Southeastern Division, 1995-1997. Became Deming management methods coach and lecturer. Traveled around company's domestic locations teaching process and quality control methods as part of corporate Deming methods implementation.

Senior Supervising Engineer, New Orleans Drilling Organization, 1990-1994. Engineered and implemented one of first Gulf of Mexico horizontal gravel packed wells. Planned, designed, and implemented exploration drilling on North Slope of Alaska (company's first major operation on North Slope after Valdez spill).

Supervising Engineer, Subsurface Engineering, Offshore Division, 1986-1989. Led group of eight engineers.

Senior Engineer, Regulatory Affairs Engineering, Southeastern Division, 1983-1986. Ensured regulatory compliance and monitored promulgation of new rules and design compliance procedures. Designed and implemented first Crane Operator School for crane operator certification in alignment with new regulations and in response to accident frequency.

Project Engineer, Southeastern Division, Offshore Drilling Organization, 1981-1983. Oversaw design and surveillance of offshore drilling operations in multiple fields.

EDUCATION

TULANE UNIVERSITY, New Orleans, Louisiana

M.B.A., Finance Concentration, 1999 | M.E., Petroleum Engineering, 1988 | B.S., Mechanical Engineering, 1981

LICENSURE

FINRA Registered Broker-Dealer Representative, Analyst and Principle (Series 7, 86, 87, and 24)

Registered Professional Engineer in Petroleum Engineering (not currently active)

NONPROFIT BOARD LEADERSHIP

Choice Foundation-New Orleans K-8 Charter Organization

August 2013-Present

Finance, Audit and Executive committees, Chair CEO Search Committee

Tulane A. B. Freeman Business School Energy Institute

November 2018-Present

Executive Advisory Board

Coalition to Restore Coastal Louisiana

January 2007-December 2017

Audit, Finance committees and Board Chair

OTHER INTEREST

Family, travel, reading, outdoor activities; hiking, biking, mountain climbing, and triathlons (Ironman)