



Rodney Eads

President, Nautronix UK Ltd.

Director, NOW, Inc. (NASDAQ: DNOW) (DBA, DistributionNOW),

Sam Houston Area Council BSA, Boys and Girls Country

Mr. Eads' career spans 40 years in the upstream energy business, heavily international with experience in 27 countries, with deep expertise in onshore and offshore drilling, supply chain management, M/A integration, and major shipyard constructions projects. His employment career has been primarily leadership positions in both the exploration and production (E&P) sector of the energy industry with a major operator, Exxon (20 years), and with energy service companies as a corporate executive officer of two major public energy service companies, Diamond Offshore (9 years) and Pride International (3 years). Currently, he is an advisor to energy services and private equity firms focusing on due diligence and enterprise risk management, an active investor in several start-up technology companies, Director of privately held Nautronix Group LTD, Director of NYSE NOW, Inc (Chair, Audit Committee) and Director on two non-profit boards, Sam Houston Area Council BSA (Former Chairman, Chair Nominating and Compensation Committees), and Boys and Girls Country.

- 2009-Present Private Equity Advisor and Investor / Board Director
- 2006-2009 Pride International / Executive Vice President and COO
- 1997-2006 Diamond Offshore Drilling / Senior Vice President
- 1977-1997 Exxon Corporation / Supervising Engineer, Operations Manager
- 1974-1977 Cities Service Company / Petroleum Engineer

Qualifications / Skill Set for Board Positions

- Impeccable integrity, excellent industry reputation, broad industry network
- 12 years experience as Executive Officer of two public companies / close affiliation with Boards / very knowledgeable with SEC reporting requirements, corporate governance, and analyst and shareholder relations
- Strong international operating experience for E&P and energy service companies and extensive marketing knowledge and experience for energy service companies
- Very knowledgeable in corporate strategy issues and techniques, including asset rationalization, and M/A issues / experienced in corporate spin-off of non-core assets to a separate public company
- Strong knowledge and experience in compliance and internal control systems, including implementing Enterprise Risk Management, SOX, Business Ethics programs, FCPA and

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import/export regulatory compliance programs, Quality Assurance Systems, and Safety/ Environmental Management Systems

- Strong working knowledge of financial reporting/ internal controls, debt/ liquidity issues, auditing, budgets, and performance-based compensation systems
- Broad and deep leadership experience including: optimizing organizational structure, managing day-to-day operations of an international enterprise, crisis management programs, engineering/ technical support, capital projects, supply chain management, health/ safety / environmental performance, regulatory compliance, and corporate sustainability issues

Specific Board Training

- 2010- Present, National Association of Corporate Directors (NACD) Member and Governance Fellow
- May 2011, NACD Director Professionalism Course
- June 2008, Harvard U. "How to Make Corporate Boards More Effective"

Skill Set for Board Committees

- Audit / Risk: expertise in Enterprise Risk Management, extensive knowledge of FCPA, SOX, Internal Controls/ Audit, Insurance, Compliance, and Business Ethics issues and program implementation; strong financial acumen
- Compensation: previous experience in establishing performance-based compensation systems for operating and executive levels, succession and retention programs; strong knowledge of executive employment contracts and current issues
- Governance / Nomination: Strong knowledge of corporate governance rules and regulations, succession planning, and extensive industry network
- HSE: Industry known expert in health, safety, and environmental issues

Education

1973	B. S. Chemical Engineering, West Virginia Institute of Technology (WVU)
2000	Masters in Business Administration, Rice University

Professional Activities and Memberships

2011- Present	Houston Angel Investors Network
2010- Present	National Association of Corporate Directors (NACD)
2000- 2009	Rice University, Adjunct Professor (Upstream Energy)

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2008

1998- 2006

National Ocean Industries Association (NOIA)

1997- 2006

American Petroleum Institute (API)

Executive Committee for Drilling and Production Operations

1998- 2006

American Petroleum Institute (API)

Deepwater Operations Steering Committee

1998- 2003

Global Drilling Safety Leadership Group

Steering Committee Member

1997- Present

International Association of Drilling Contractors (IADC)

Executive Committee (1997-1999)

1975- Present

Society of Petroleum Engineers

Community Service

- 2009- Present, Director, Boys and Girls Country
- 2008- Present, Advisory Board, Spindletop Charities
- 1998- Present, Director, and former Chairman of the Board, Sam Houston Area Council, Boy Scouts of America (Chairman of Nominating and Compensation Committees)