

ALLISON WOOLSTON

Senior Executive - Energy Industry

Critical Thinking/Analysis | Risk Management | ESG | Governance | Strategy | Culture

Allison Woolston is a creative problem solver who thrives on challenge, growth, and change. She builds strong, highly performing teams, and creates processes to manage risk and enhance company performance. She has extensive experience in acquisitions and divestitures and in operating in a highly regulated industry.

In her role as General Counsel at Caerus Operating LLC, she leads the Legal, Land, Human Resources, and Regulatory/Stakeholder Affairs teams. Caerus is a \$1.5 B company primarily involved in oil and gas exploration and production.

As head of the Legal team, she manages acquisitions and divestitures; oversees compliance and sets policy; manages risk; handles all legal matters and has responsibility for the associated legal budget. As the executive leader of the Land team, she provides executive oversight, sets strategic goals, and oversees the annual team budget. Allison's Human Resources leadership role is similar, but also involves managing compliance and defining and maintaining company culture through periods of growth and change.

As an oil and gas company, Caerus operates in a highly regulated environment. Allison's position as leader of the Regulatory/Stakeholder Affairs team requires her to manage compliance, assess risk, and anticipate and respond to new regulations, as well as oversee the company's government relations strategy and create the annual ESG report.

Allison also currently serves as Corporate Secretary for Caerus, providing legal and regulatory guidance to the Board of Managers.

In addition to Allison's work at Caerus, she has been an active participant on non-profit, government, and industry boards, holding leadership roles, including being the first woman Chair of the Colorado Oil and Gas Association. As an executive and as a Board member, Allison is analytical, collaborative, forward-looking and solution oriented.



Board Service

Heart & Hand (2017-present)

Board Member Non-Profit Board

Caerus Operating LLC (2017-present)

Senior Vice-President, General Counsel and Corporate Secretary

Colorado Oil and Gas Association (2019-present)

Former Chair and Current Vice-Chair

Sheridan County School District No. 2 (1992-1995)

Elected Board Member

Northeast Wyoming Family Planning (1993-1995)

Board Member

Natural Resources and Energy Law Section of the Colorado Bar Association (2017- 2020)

Past Secretary, Vice-Chair and Chair

Executive Experience

Senior Vice President, General Counsel and Corporate Secretary, Caerus Operating LLC (October 2017 to present)

Honors and Awards

Denver Business Journal 2019 Top Woman in Energy

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CORE COMPETENCIES

Analysis/Critical Thinking -Assimilation and prioritization of large amounts of information; informed questioning to challenge preconceptions/status quo

Risk Management – Proactive assessment of current and future business risks and regulatory compliance

Culture – Foster a culture of inclusiveness with a focus on personal and professional growth, responsibility, and accountability; leadership and management of cultural change through acquisitions and growth

Governance- Creation of policies designed to ensure regulatory compliance and promote corporate culture and accountability

ESG – Internal advocacy on matters related to ESG and creation of annual ESG report

Strategy – Engagement in determination of strategic direction

BOARD SERVICE

Board Member, **Heart & Hand** (2017-present)

Active member of non-profit board of organization providing after-school enrichment to disadvantaged children

Corporate Secretary, **Caerus Operating LLC** (2017-present)

Provide legal guidance to the Board of Management; prepare Board minutes, resolutions, and other corporate documents

Former Chair and Current Vice-Chair, **Colorado Oil and Gas Association** (2019-present)

Active leadership role in industry trade association; first woman Chair of the organization; led organization through a period of extreme regulatory uncertainty and challenge

Former Chair, **Natural Resources and Energy Law Section of the Colorado Bar Association** (2019)

Chaired a specialty subsection of the Colorado Bar Association; created renewed section engagement and increased participation through revised meeting structure

Former Board Member, **Sheridan County School District No. 2** (1992-1995)

Elected member of a Wyoming school board

Former Board Member, **Northeast Wyoming Family Planning** (1993-1995)

Active member of non-profit board of organization providing reproductive health care to underserved populations in northeastern Wyoming

EXECUTIVE EXPERIENCE

Senior Vice President, General Counsel and Corporate Secretary, Caerus Operating LLC, Denver, CO (October 2017 to present)

Responsibilities: Legal and regulatory guidance to the Board of Management, executive team, and the broader organization; establishment of company policies; provision of guidance on regulatory and environmental compliance; creation of strategic goals as member of Executive Leadership Team; management of litigation and employment matters; negotiation of acquisitions and divestitures and other commercial agreements; creation of annual ESG report; leadership of the Regulatory/Stakeholder Affairs, Human Resources, and Land teams.

Veterinarian, Wilson Animal Clinic, Sheridan, WY (August 1986 to June 1995)

Responsibilities: One of two veterinarians in mixed animal practice with client base of pet owners, ranchers, and professional horsemen; primary responsibility for small animal portion of the clinic; increased small animal client base by 90% during my tenure.

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EDUCATION

University of Arizona James E. Rogers College of Law, Tucson, AZ

Juris Doctor, summa cum laude, 2011, Order of the Coif

University of Florida College of Veterinary Medicine, Gainesville, FL

Doctor of Veterinary Medicine, 1986, Phi Zeta

Dartmouth College, Hanover, NH

Bachelor of Arts, Philosophy, magna cum laude, 1981, Phi Beta Kappa

PROFESSIONAL LICENSES AND MEMBERSHIPS

Member, Colorado Bar Association, Denver Bar Association, Natural Resources and Energy Law Section of the Colorado Bar Association

Licensed to practice Law in Colorado

Licensed to practice Veterinary Medicine in Wyoming

COMMUNITY & PROFESSIONAL ACTIVITIES

Board Member, Heart & Hand

Former Chair and Current Vice-Chair of Colorado Oil and Gas Association (First Woman Chair)

Denver Business Journal 2019 Top Woman in Energy

Participant, Board Bound by Women's Leadership Foundation, Class of 2021-2022

Alumni Interview Coordinator, Dartmouth College, Dartmouth Club of the Pioneer Valley

Member, Women's Energy Network Colorado