



James R. Shultz

Director Business Development

Education

Executive Management Program, Stanford University Graduate School of Business, 2004
BS, Geology, University of Arizona, 1977

Experience Summary

Mr. Shultz has over 41 years of experience in the mining services industry. Work experience includes executive management, project management, business development, marketing, and strategic planning in exploration, construction, and operations. Mr. Shultz's mining career is filled with experience working with various cultures and diverse business challenges around the world. Mr. Shultz is customer service focused, self-motivated, creative, and hard working. Business and leadership skill strengths include knowing the business, communicating clearly, building collaborative relationships, employee development, and getting results.

Project Experience

BUSINESS DEVELOPMENT | TIERRA GROUP INTERNATIONAL, LTD.

Augment the company's business and corporate development activities, worldwide. Provide project development consulting services with focus on contractual and commercial development adding another dimension to Tierra Group's outstanding technical consulting and engineering services.

BUSINESS DEVELOPMENT DIRECTOR | TETRA TECH GLOBAL MINING AND MINERALS

Responsible for global business development including sales and marketing of full life-cycle mining services. Services include front-end studies for mine development and mineral processing, environmental permitting, engineering, procurement and construction management, mine remediation and closure in coal, base and precious metals and industrial minerals commodity markets. Served on the Global Mining and Minerals Executive Leadership Team and Company Leader for the Strategic Account Management Program. Tetra Tech's mining practice has grown organically and by acquisition from 500 to over 2,500 professionals, the global footprint has expanded from North America to Europe, Latin America, and Australasia and revenues have increased from \$65 million to approximately \$400 million.

MANAGING DIRECTOR | JRS CONSULTING

Provide advisory, strategic planning, mining property evaluation, due diligence and "cold eye" review services to private and government customers. Advised a Canadian, U.S. and Mexico consortium on the acquisition of energy resources in Mexico. Served as advisor to a confidential client on an acquisition of industrial mineral facility in the Middle East.

VICE PRESIDENT BUSINESS DEVELOPMENT | WASHING GROUP INTERNATIONAL INC.

At the Mining Business Unit's headquarters, primarily responsible for selling mining project life cycle services to the mining industry's energy sector. Established multi business unit (Mining/Power/Infrastructure) new work with coal-fired power generation targets; penetrated the Alberta oil sands; designed and successfully sold a mine management model to turn around unproductive mining operations in Venezuela. Launched a successful campaign to capture nuclear fuel cycle front end mining services. Expanded the company's mining business in Europe, and successfully penetrated new regional markets in Canada, West Africa, Jordan, Venezuela, and Colombia.

DIRECTOR OF MARKETING | MORRISON KNUDSEN CORPORATION

Directed the Mining Group's marketing activities, including new business development for engineering, mine management, and contract-mining services on a worldwide basis in coal and metals. Responsible for advertising, promotional event planning, strategic and business planning, and implementation of market planning and research. Mining Group consistently made all new business and financial goals.

Country manager (Jakarta, Indonesia) responsible for two mine management contracts. Participated on the development team of a new coal mine and 400 MW power plant project.

Designed a business model to obtain mineral concessions in China and used Jakarta as the platform to obtain three poly-metallic and one coal concession.

MANAGING DIRECTOR | MORRISON KNUDSEN DEUTSCHLAND (“MKD”)

Directed new business development activities in Central Europe and the Commonwealth of Independent States. Performed in-country market assessments of business conditions and methods of conducting business, as well as identified project opportunities in Germany, Poland, Czech Republic, Hungary, and Turkey.

START- UP MANAGING DIRECTOR | MIBRAG B.V.

Assigned to conduct business development activities in Europe. During this time, MK acquired MIBRAG, a major German brown-coal mining and power generation operation. Upon completion of the commercial closure of this acquisition, was appointed by the owners to start-up the Netherlands holding company and manage the legal closure activities, which included extensive interfacing with the European Union and German Government. The MIBRAG transaction was legally closed four months ahead of schedule.

DIRECTOR DOMESTIC MARKETING | MORRISON KNUDSEN CORPORATION

Responsible for managing and coordinating the group’s marketing and business development activities in the United States. Activities included screening proposals and developing coal and metals mining targets for acquisition by the company; managing acquisition teams that included due diligence and proposal development for offers ranging from \$20 to \$100 million; as well as developing new business opportunities for the company’s technical and contract-mining services in the coal and gold commodity market sectors.

MANAGER CONTRACT ADMINISTRATION | MORRISON KNUDSEN CORPORATION

Manager of contract administration, responsible for the contract administration of the company’s contract mining agreements, which included the Sarpy Creek coal mine in Montana; the Hughes Creek coal mine in West Virginia; the Gibbons Creek and San Miguel lignite mines in Texas; a limestone mine in Tennessee and one in New Jersey; three gold/ silver mines in Nevada; two gold mines in California; and a gold mine in Arizona.

VARIOUS POSITIONS | MORRISON KNUDSEN CORPORATION

Manager, project development, staff geologist, and senior geologist for Morrison Knudsen Corporation. Responsible for the definitive drilling and computerized modeling of the Gibbons Creek lignite deposit. The Gibbons Creek Mine went into commercial operation in 1981 and in 1982, assumed responsibilities for a multi-million dollar contract with Texas Municipal Power Agency for the planning and permitting responsibilities at Gibbons Creek Mine.

GEOLOGIST | NUS CORPORATION

Geologist assigned to the Robinson and Robinson Division of NUS Corporation. Technical achievements included completing regional geologic characterizations; geologic audits; coal reserve evaluations, and mineral commodity source evaluations.

GEOLOGIST - WB MARTIN AND ASSOCIATES | FARMINGTON, NEW MEXICO

Coordinated drilling activities for potential coal deposits in Colorado and New Mexico. Independently conducted a sampling program for an underground silver deposit in Honduras, and a sampling program in abandoned uranium mines located in the Monument Valley, Utah.

Professional Affiliations

University of Arizona’s Mining and Geological Engineering Industry Leadership Board, Member
Society for Mining Engineers, Member
Colorado Coal Mining Association, Member
Rocky Mountain Coal Mining Association, Member
Prospectors and Developers Association of Canada, Member
Canadian Institute of Mining, Member

Employment History

CURRENT EMPLOYER	TIERRA GROUP INTERNATIONAL, LTD.
POSITION	Business Development
YEARS	2014 to Present
EMPLOYER	TETRA TECH, INC.
POSITION	Business Development Director
YEARS	2009 to 2014
EMPLOYER	JRS CONSULTING
POSITION	Managing Director
YEARS	2007 to 2009
EMPLOYER	WASHINGTON GROUP INTERNATIONAL INC.
POSITION	Vice President Business Development
YEARS	1998 to 2007
EMPLOYER	MORRISON KNUDSEN CORPORATION
POSITION	Director of Marketing
YEARS	1995 to 1998
EMPLOYER	MORRISON KNUDSEN DEUTSCHLAND
POSITION	Managing Director
YEARS	1994 to 1995
EMPLOYER	MIBRAG B.V., AMSTERDAM, THE NETHERLANDS
POSITION	Start-up Managing Director
YEARS	1993 to 1994
EMPLOYER	MORRISON KNUDSEN CORPORATION
POSITION	Director Domestic Marketing
YEARS	1990 to 1993
EMPLOYER	MORRISON KNUDSEN CORPORATION
POSITION	Manager Contract Administration
YEARS	1987 to 1990
EMPLOYER	MORRISON KNUDSEN CORPORATION
POSITION	Various Positions
YEARS	1979 to 1987
EMPLOYER	NUS CORPORATION
POSITION	Geologist
YEARS	1978 to 1979

EMPLOYER	WB MARTIN AND ASSOCIATES
POSITION	Geologist
YEARS	1977 to 1978

Language Proficiency

Spanish: Currently Studying, Basic Understanding