

KARIM N. NADIR, MBA

▶▶ 713.729.6692

▶▶ karim.nadir@gmail.com

▶▶ Houston, TX 77018

▶ Ranked among upper 10%-20% of global performers for 10 years ◀

▶ Reached top 3.5% in pay grade out of 75,000 worldwide employees ◀

▶ Earned 6 rapid promotions and on track to excel in senior-level financial management roles ◀

Career Target: **SENIOR FINANCE MANAGER**

Oil & Gas Industry – Corporate, Upstream, Downstream & Chemicals

Cut \$100s of Millions in Costs, Taxes, Interest & Investment Risks

Contributed significantly to advancing ExxonMobil's worldwide business interests by applying top-rated skills in corporate finance, broad international business perspective, cultural diplomacy, and decisive leadership while facing risk and ambiguity. Known for solving tough commercial and people issues by maximizing efficiency of financial, technical, and human resources across the globe. Canadian citizen with L-1B Visa. Open to international relocation.

CRITICAL SKILLS

- ▶ Financial Planning & Forecasting
- ▶ Financial Analysis & Reporting
- ▶ Asset Management & Risk Diversification
- ▶ Capital Structure & Financing Strategy
- ▶ Controls, Audits & Compliance
- ▶ Accounting & Tax Efficiencies
- ▶ Business Process Optimization
- ▶ Performance Improvement
- ▶ Operations Start-Ups
- ▶ Change Management
- ▶ Project Planning & Management
- ▶ High-Powered Negotiations
- ▶ Recruiting & Team Development
- ▶ Cross-Cultural Team Leadership
- ▶ Multinational Relationship Building

EXXONMOBIL CAREER TRAJECTORY & PERFORMANCE HIGHLIGHTS

Imperial Oil/ExxonMobil Canada ▶ Calgary, Canada • 2015–Present

SENIOR FINANCIAL ADVISOR

Recognized Opportunity for \$1.2B Boost in Shareholder Value – Cut Risk for \$1B Project – Safeguarded AAA Credit Rating

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ExxonMobil Kurdistan Region of Iraq Limited ▶ Erbil, Iraq – ExxonMobil Iraq Limited ▶ Basra, Iraq • 2010–2015

BUSINESS SERVICES MANAGER • JV AUDIT MANAGER

Launched 2 Critical Overseas Operations – Prioritized \$20M Budget – Recovered \$250M & Expedited \$160M in Invoices

- Hired/managed top talent to launch Kurdistan office and quadrupled staff by end of 2015 after engaging market-savvy local recruiting firm. Positioned 42 new recruits for success by creating and facilitating training program.

"...thank you for your extraordinary 'above and beyond the call of duty' efforts to coordinate and execute our recruitment program.... The corporate public affairs manager [1 of the top-10 ExxonMobil executives] was extremely complimentary of your work and what you did for the team, and the Public & Government Affairs organization in particular..."—ExxonMobil GM, Kurdistan

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ExxonMobil Development Company
ExxonMobil Exploration Company

▶ Houston, Texas, USA • 2007–2010

FINANCIAL ADVISOR – DEVELOPMENT

FINANCIAL ADVISOR – EXPLORATION

Imperial Oil/ExxonMobil Canada

▶ Calgary & Toronto, Canada • 2000–2007

SENIOR FINANCIAL ANALYST • REAL ESTATE MANAGER

SENIOR FINANCIAL ANALYST • RISK & ASSURANCE ADVISOR

Generated \$70M NPV – Yielded \$28M Savings – Arranged \$1.5M Project Funding – Streamlined Year-End Reporting

Realized \$120M in Tax Efficiencies – Reduced Debt Liability on \$818M Loan – Attained \$24M+ NPV & \$8.8M Savings

CREDENTIALS

Education: Master of Business Administration (M.B.A.), 2013 – McGill University, Montreal, Canada
(MBA focused on economics, corporate finance, capital markets, international finance, and business administration)

Bachelor of Business Administration (B.B.A.), 1989 – University of Karachi, Pakistan

Training: Enterprise Leadership Program, University of North Carolina, Chapel Hill, USA

EM Upstream Research Center, Houston, Texas, USA: Supervisor Training Program • Model Joint Operating Agreement - Standard Terms & Text • Upstream Oil & Gas Accounting • Fundamentals of Petroleum Exploration

CAREER SUMMARY & MILESTONES

EXXONMOBIL (EM) ▶▶ North America/Middle East • 2000–Present

Imperial Oil/ExxonMobil Canada ▶ Calgary, Canada • 2015–Present

Performance Overview: After delivering 4 years of success in the Middle East, resummoned to Corporate Finance group by Assistant Treasurer to assume high-visibility, mission-critical role as primary contact and information source for EM U.S. headquarters (HQ), Upstream operations in Houston, Texas, and Downstream units in Fairfax, Ontario.

SENIOR FINANCIAL ADVISOR – TREASURER’S CORPORATE FINANCE: Represented finance function on several pivotal upstream, downstream, and chemicals projects in Canada. Co-developed financial model to analyze economics behind crude shipments by rail and benefits sharing agreement between EM and Imperial Oil.

- **Informed senior EM executives of opportunity to achieve \$1.2B increase in shareholder value** by evaluating and recommending alternative strategies for asset monetization used by Canadian oil companies.
- **Mitigated EM financial risk on \$1B project in eastern Canada** by formulating plan that fortified key vendor to navigate through liquidity obstacles with nominal effect on project milestones.
- **Appealed to by Imperial Oil to help maintain AAA credit rating**—despite substantial rise in recent yearly capital expenditures—by coordinating with and managing external relationships with S&P and DBRS credit rating agencies.

EM Kurdistan Region of Iraq Limited ▶ Erbil, Kurdistan, Iraq – EM Iraq Limited ▶ Basra, Iraq • 2010–2015

BUSINESS SERVICES MANAGER, 2012–2015 • JV AUDIT MANAGER, 2010–2012

Performance Overview: Rose to new challenges in management-level assignments. Used cultural insight, language skills, and business diplomacy to overcome commercial and political obstacles. Launched 2 projects and positioned largest VO in recent EM history as benchmark for top talent, cost efficiencies, process improvements, and IT security.

BUSINESS SERVICES MANAGER: Selected to establish Kurdistan Venture Office (VO), hiring and leading 20 locals to install finance infrastructure; then shaped training program for 42 new staff. **Managed \$20M budget** for biggest of 15 regional VOs; prepared VO for positive internal audit; organized \$48M+ contracts with vendors and managed payments of \$260M+.

- **Expedited processing of \$160M in invoices and heightened technology security** as first VO to adopt cutting-edge invoice tracking system and user access-control solution.
- **Enlisted by leadership to replicate success for Drilling and Geophysical operations** after reducing petty cash expenses for Kurdistan VO by \$10K—despite having to conduct business in cash-based Iraqi economy.
- **Cut \$350K in monthly vehicle leases** by devising solution to import security vehicles through Jordan instead of UAE to bypass required approval process instituted by Baghdad government.

JV AUDIT MANAGER: After EM’s significant investment to increase oil production in West Qurna-1 field, handpicked by top EM management for initial 5-member ground crew to install organizational structure and controls. **Assembled and led 14-person, high-performing team** while forging relationships with local governments, vendors, and other key stakeholders.

- **Recouped \$250M+ in unpaid expense repayments** from Iraq’s Southern Oil Company, convincing top management to clear yearlong invoice holds by training Iraqi counterparts on U.S. accounting and auditing standards.
- **Set foundation for long-horizon success in Iraq** by standardizing quarterly invoice and payment review process—system now serves as model for success for all JV projects with Shell, BP, and ENI.

EM Development Company/EM Exploration Company ▶ Houston, Texas, USA • 2007–2010

FINANCIAL ADVISOR – DEVELOPMENT, 2008–2010 • FINANCIAL ADVISOR – EXPLORATION, 2007

Performance Overview: Sought out by HQ treasurers to apply specialized insight to EM financial practices and project management systems. Designed financial tools to simplify economic analysis for exploration units in high-risk environments. Negotiated financing, championed efficiencies, created liquidity, and optimized credit exposures for development affiliates.

FINANCIAL ADVISOR ROLES: Initially supported affiliates in the Middle East, Africa, Asia Pacific, and Americas in capturing new opportunities for resource exploration while contributing detailed reviews for M&A prospects. Subsequently helped development business units in Russia, Angola, Kazakhstan, Indonesia, and Canada solve finance and business issues. Introduced Affiliate Risk Management/Insurance Program after accepting **appointment as interim Treasurer** for Angola.

- **Yielded \$70M net present value (NPV) for Sakhalin-1 Arkutun Dagi** development project in Russia and **arranged \$1.5B intercompany financing** to cover capital spend; **netted \$28M savings over 2 years**; and improved communications and collaboration between affiliates involved in Canadian and Indonesian projects.

FINANCIAL ADVISOR ROLES, EM Development/EM Exploration *(continued)*

- Assured exploration executives of sound investment choice in attractive Horn River Basin, Canada, with new economic analysis process. **Generated \$1.7M annual savings** by introducing cash management process and persuading bank executives to reduce overdraft interest rates.
- **Simplified year-end reporting process** for 500+ upstream companies by resolving regulatory compliance issues and ensuring strict alignment to internal controls.

Imperial Oil/ExxonMobil Canada ▶ Calgary & Toronto, Canada • 2000–2007

SENIOR FINANCIAL ANALYST, 2005–2007 • REAL ESTATE MANAGER, 2004–2005

SENIOR FINANCIAL ANALYST, 2002–2003 • RISK & ASSURANCE ADVISOR, 2000–2002

Performance Overview: Fast-tracked to positions of increasing specialization, accountability, and authority while delivering significant savings, maximizing return on capital invested, and minimizing financial exposure on several critical projects.

SENIOR FINANCIAL ANALYST ROLES: Joined Treasurer's Department within EM Corporate Finance, supporting Assistant Treasurer in determining optimal strategies to finance international upstream and downstream affiliates—including joint ventures—and settling cross-border financial and tax issues. **Managed \$2B+ in cash deposit facilities.**

- **Delivered \$120M+ in tax efficiencies** by optimizing cross-border, intercompany lending and enabled Refining and Supply divisions to properly allocate resources and begin critical upgrades.
- **Equipped EM to outdistance strategic competitors** by enlightening senior decision makers on financial rationalizations behind complexities of competitor strategies.
- **Refinanced debt liability for \$818M loan** in earlier FA role by replacing external debt instrument; improved long-term debt structure and reduced corporate foreign exchange and interest rate risk; optimized capital structure for Imperial Oil share buyback program that prevented dilution of shareholder ownership levels.

REAL ESTATE MANAGER: Broadened business horizons to reduce risk for portfolio of 1,400 nonoperating surplus properties across Canada. Introduced financial structure, analyzed projects, **personally managed ~300 sites**, and trained property managers on how to optimize economic impact.

- **Realized \$24M+ NPV during first year** after formulating economic model that expedited decision-making process to either maintain or transfer surplus properties.
- **Achieved \$4.8M savings** after directing 10-person multidisciplinary engineering and consulting team to deploy risk management strategy, and remediate and divest several sites.
- **Faced environmental crisis, community backlash, and media ridicule head on** at northern Alberta site; advocated honest, open lines of communication with town mayor, regulatory officials, and community until final resolution.

RISK & ASSURANCE ADVISOR: After simplifying outdated workflow processes used by predecessor, **saved \$4M** by negotiating lower rates on corporate insurance policies and persuading executives to cancel unnecessary builders risk policy.

"...I want to take the opportunity to extend my appreciation for your contributions to this important milestone. With over a year of negotiations, it was through your efforts that we have achieved commercial resolution."—Production Manager, ExxonMobil Canada Ltd.

— EARLIER CAREER IN MANAGEMENT CONSULTING, MARKETING MANAGEMENT, AND FINANCE/BUSINESS ANALYSIS —

- **Cut OPEX 37%** for major healthcare client as Management Consultant for Marrack Watts Inc.
- **Led 4-member sales force to produce \$17.8M in new revenue and 122% of sales target** as Marketing Manager for Support Services Company Ltd.
- **Yielded ~\$2.4M in 4-year savings** as Financial Analyst for Sodexo Alliance. Advanced to Market Research Analyst and proved **integral in securing \$285M funding** for new projects across the Middle East and East Asia.
- **Fast-tracked 6 acquisitions and divestitures with total valuation of \$250M** for major client as Business Analyst with KPMG Peat Marwick.