

**ROBERT LOUIS HEAD, MBA, CWP**

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**Summary:** M.B.A. Business and Financial Management Professional / Corporate Officer, President, Operations Manager, Commercial Manager, Financial Manager, Safety Manager, and Human Resource professional, possessing knowledge and proven experience in industry and governmental management, project management, financial management and analysis, banking, audit, labor and public relations, information systems, and management of associated personnel.

**PROFESSIONAL EXPERIENCE**

**Head Management LLC**

At Present

Executive Officer and Manager

Manage activity and relationships toward energy, mining, financial, and management fields as a contractual agent.

**New Elk Coal Company, LLC**

2012 to 2021

Corporate Officer, President and General Manager / Mine and Operations Manager / Mine Rescue / MSHA Instructor

Served as corporate officer. Managed all aspects of operations. Responsible for all regulatory compliances and Engineering, develop and manage all budgeting and financial models, manage auditing, US and International, bank account initiations and interactions of US and international banking accounts. Negotiated coal sales initiatives for local and interstate transactions. Managed transportation movement to Corpus Christi terminal and Houston through BNSF Railway. Managed all logistics and negotiations including arrangement of coal truck haulage movement to rail loadout and direct shipment to customers. Managed IT contract group and model development for programed services (i.e. Accounting, HR, payroll, maintenance, and warehouse inventory and procurement). Manage HR / Safety, including policy and procedure development, training, and enforcement. Managed transition from a contracted developing operation to full production captive status and sales. Via negotiation settlements and barter, reduced accounts payable by 83% within one year of ceasing production due to market declination. Managed operations through simultaneous Canadian CCAA and U.S. Chapter 15 bankruptcy filings, with successful emergence within 1.5 years. Managed "Care and Maintenance" structure of New Elk Mine and reclamation of former mining properties surface and underground Lorencito Mine and Golden Eagle Mine including restructure and resuming operations in 2021. Mine Rescue Team member.

**North Central Energy**

2012 to 2021

Vice President and Manager

Developed and managed holding company of captive mineral ownership, purchases, and sales.

**Raton Basin Analytical**

2012 to 2021

Manager

Developed and managed full coal quality lab analysis functions.

**Patriot Coal Company / Midland Trail Energy, LLC**

2007 to 2012

Operations Business Manager / Controller

Original development and opening operational management team member for Midland Trail Energy consisting of three (3) operations escalating to three (3) million tons per annum production while remaining the lowest cost producer of Patriot Coal during my tenure. Served as structure and development management team member to outline the Patriot/Magnum acquisition/merger. Managed accounting, business, financial, warehousing, and administrative functions. Coordinated, prepared, and reviewed the division's budget activities, payroll, end-of-cycle closings, planning, and financial analysis.

Worked daily with Hyperion and Oracle based information systems and the maintenance of those systems. Performed human resource management services as needed. Instructed segmented Safety Training.

**Cleveland Cliffs, Inc / Pinn Oak Mining, Inc. / Oak Grove Operation**

2007

Safety

Safety manager working directly with MSHA and other government agencies representatives, successfully preventing POV mandates. Managed federal and state safety legal compliances, the reduction of injuries, and their severities. Created and implemented policies and procedures to reach those goals.

**Arch Coal, Inc. / Lone Mountain Processing, Inc.**

2006 to 2007

Human Resources / Training / Testing

Managed human resource responsibilities and training concentrating in HRIS development and maintenance, Affirmative Action, recruiting, interviewing, and evaluations, confidential salary and hourly administration, FMLA, EEO, all aspects of insurances and related administration of S&A, STD, and LTD benefits. Provided site specific planning, training time study, and testing of hourly and management personnel. Developed policies and procedures as they related to and maintained a non-union mining environment.

**Drummond Company, Inc. / Shoal Creek Mine**

1998 to 2006

Operations Business and Administration Manager

Managed accounting, financials, procurement, warehousing, payroll and administrative functions, and other support personnel of Shoal Creek Mine, Preparation Plant, and Synfuel Plant employing more than 800 persons. PEOPLESOFT Information Systems implementation team member with applied experience of various accounting, general ledger, payroll, HRMS, and purchasing modules including 'Query' and 'Crystal' reporting, also proficient in Microsoft Office products. Periodically trained management personnel. Worked with Personnel Manager administering grievances, contract interpretation and implementation, and other Human Resource functions as they related to a union represented environment. Created and implemented new strategies during the coal market downturn, successfully reversing Drummond Company's end-of-year losses to profitability.

**Arch Coal, Inc. / Arch of Kentucky**

1993 to 1998

Compensation Manager / Human Resource Administrator / Mine Rescue / Dispatch

H.R. Administrator / Equipment Operator (June 1993 to December 1993)

Managed worker's compensation and performed HR functions including confidential salary and hourly administration, labor relations, FMLA, EEO, philanthropic funding, and recruiting. Provided site specific planning and training. Prepared and presented financial and production reports to senior management and MSHA as required. Supervised and programmed underground computer monitoring system, provided maintenance planning and reporting, and coordinated underground to surface communications. Served as C.E.E.D. (Center for Energy and Economic Development) representative, National Mine Rescue Association member, Mine Rescue Team member, signature authority with the Lynch Unemployed Miner's Fund, board member of Hands Across the Mountain.

**County of Wise, Virginia - Treasury**

1987 to 1993

Chief Deputy Treasurer (General Manager) (January 1988 to May 1993)

As Chief Deputy, managed county accounting, auditing, banking activities, and treasury personnel. Worked directly with state and multi-county elected officials and administration. Planned the flow of financial resources and transactions of Wise County offices and state funds, and performed project management and communication liaison working between Programming/Data Processing department and Treasurer's office. Developed and implemented first fully computerized State Income Tax Collection System in the State of Virginia and the second county in Virginia for Estimated State Income Tax record keeping. Implemented direct computer communication databases for the Commissioner of Revenue and Treasurer's offices. Promoted to Chief Deputy Treasurer within four months of appointment. Met education and training guidelines for State Certified Governmental Deputy Treasurer

**Robert Louis Head**

title. On several occasions was requested by elected Board members and Treasurer to return and run for political office.

Deputy II (August 1987 to December 1987)

***OTHER EXPERIENCE***

**Primerica Financial Services** 1991 to 1993  
Principal / Independent Contractor (Financial Services)

**Mountain Empire Community College** 1987 to 1993  
Instructor (Adjunct) – Computer Information Systems; Accounting

**Valley Broadcasting - WLSB AM-FM** 1982 to 1987  
Assistant Program Director, Assistant Music Director, Announcer, Marketing Associate

***EDUCATION***

**Averett University** 1996 to 1998  
M.B.A. - 4.0 Average; 1st in Class

**University of Virginia** 1982 to 1985  
B.S. Business and Public Administration  
Dual concentrations in Financial Management and Business Management; Merit Society; Dean's List; Tennis Team

**Mountain Empire Community College** 1980 to 1982  
A.S. Business Administration – Cum Laude with Honors  
President of Phi Theta Kappa Honor Society, Dean's Outstanding Student Award, National Student Society, Who's Who Among American Junior College Students, President's List, and worked with Student Government Association

***OTHER EDUCATION AND TRAINING***

Certified MSHA Instructor - Unlimited  
Certified Water Professional  
Certified Impoundment Inspector  
Fully Trained and Experienced Mine Rescue Team Member  
Colorado Underground Mine Foreman Certification  
Alabama Underground Mine Foreman Certification  
Kentucky Underground and Surface Miner Certifications  
Virginia Underground and Surface Miner Certifications  
West Virginia Surface Miner Certification  
PEOPLESOFT Applications and Crystal Reporting  
Colorado School of Mines - Economic Evaluation and Investment Decision Methods  
Advanced Microsoft Office  
Various Windows Application Courses  
SESCO Management Consultants - Advanced Human Resource Management  
Wise County Leadership Development Program  
Assistant Scout Master - Boy Scouts of America

***PROFESSIONAL REFERENCES and LETTERS OF RECOMMENDATION - Available Upon Request***