

# 3 THINGS YOU MAY NOT KNOW...

1. It has been my mission to start my own company since the age of 18.
2. My partners and I founded and operate Iron Orchard on a biblical foundation, not separating our faith from our work.
3. I am from a small town of 2,000 people in South Louisiana.



**Cody Rodriguez**  
CEO, Iron Orchard Operating



## ESA Team Spotlight:

**Anthony Vogel**  
Dir. of Petrotechnical Recruitment

- I have been working with Energy Search Associates for a little over 1.5 years, specializing in recruiting anything and everything Engineering and Technicians. I pride myself in being able to turn over every stone to find that Unicorn candidate that you cannot live without.
- I am just as happy building an entire team of superstars as I am finding that one off candidate that takes your team to the next level.
- My favorite part of the day is talking with industry experts and sourcing excellent candidates. My focus areas are Engineers (reservoir, completions, production, operations, facilities, etc.), reservoir techs, production techs and data analysts.

## Candidate Spotlight:

CFO/CAO/Finance VP Candidate

- CPA and MBA
- 15 + Years of Oil & Gas Financial Management experience
- Private & Public Equity experience
- Open to Different Locations

If you are aware of anyone who could be in need of a high level contributor with these specs, please reach out to Taryn Smith at [Taryn@energysearchassociates.com](mailto:Taryn@energysearchassociates.com)

# Q&A

## Another New Age of an Old Industry

### How might Industry Consolidation and the Covid-19 pandemic change oil and gas for the better / worse in the future?

The industry will have to become less fragile by having less debt and being capially disciplined. The industry is being forced to do more with less as a scarcity of capital and a lack of need for rapid growth persist, requiring a massive workforce consolidation.

### What is your organization doing to respond to the ESG movement in Oil & Gas? How do you think it will effect the industry over time?

Iron Orchard is committed to operating safely, efficiently and with care for the environment. We see the big push for ESG as one that has to be taken seriously from a regulatory standpoint that will have lasting effects on the industry. The movement is also causing new investment to be scarce as investors are turning to seek out renewable resources.

### What do you think has to happen for assets to start changing hands again? When do you see this beginning to occur?

Assets will really start trading hands when the bid ask spread starts to shrink. This should start happening late 2020/ early 2021, as redetermination season closes in the Fall. Many companies will have their borrowing base reduced and will be outside of their covenants.

### What is your company doing to further reduce finding cost and increase efficiency in the current low pricing environment?

Iron Orchard has a somewhat unique financing model. As a smaller company, we are directly sourcing capital from family offices and alternative capital sources in order to eliminate the double promote that is seen in traditional private equity. This allows us to attract capital that is hungry for assets that can support themselves and spin off cashflow even in today's environment. Additionally, we are operating lean and efficiently. As a group we have a broad experience in that.

### How are data analytics and machine learning re-shaping the oil & gas business?

Data analytics and machine learning are helping the industry to speed up analysis and decrease the time needed to make a decision. Though data analytics and machine learning are great tools, we have a firm belief that the industry needs to put those tools into the hands of the experienced technical staff, building integrated teams and not try to circumvent the industry knowledge and wisdom that has been gained in the past.

### What can companies do to attract investment dollars back to the Oil & Gas Industry?

The key to attracting more investment dollars back into our industry is making returns for our current investors.

### The industry keeps saying the current private equity model is broken. Do you believe that and, if so, what is a viable "fix" to allow for investor capital and management expertise to come together in an efficient manner?

Yes, I agree the current model is "broken". Rather than fix it, the model needs to continue to adapt. Private equity companies are coming to grips with the capital markets no longer being open, and that rapid growth isn't needed for the near to mid-term. The way to adapt is to concentrate on assets that can make money and provide returns to investors along the way instead of only at an exit event.

### What is something (personally) that you started anew during Covid 19 Lockdown?

I have been reading fiction novels again instead of only books about business and faith.