

BOARD PROFILE



SHARON PAUL

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**EXECUTIVE COMPENSATION | CEO SUCCESSION |
M&A + INTEGRATION | GLOBAL BUSINESS STRATEGIST |
GLOBAL HR | GLOBAL ERP | OPERATIONS PARTNER**

VALUE – ADDED EXPERIENCE FOR BOARDS

- Global Executive Compensation for Private and Public Companies; (NYSE and LSE), Private Equity
- Executive Compensation Design and Oversight
- Annual Proxy Reporting
- Human Capital Management Presenter at Capital Markets Day with the London Stock Exchange
- Company Competitor Peer Group Oversight with Executive Compensation Benchmarking
- Board and C Suite Recruitment
- CEO and C Suite Succession Planning
- Special Board Initiatives: Board Performance Enhancement, Director Onboarding, Director Training
- Oversight for Due Diligence for Mergers and Acquisitions

BOARD EXPERIENCE

- Kentz Engineers and Constructors – Management Liaison to the Remuneration Committee (London Stock Exchange)
- Archrock Inc. – Management Liaison to the Compensation Committee (NYSE)
- Kent Plc. – Management Liaison to the Remuneration Committee (Bluewater Energy Private Equity)
- Texas A & M Texarkana University Women in Leadership Program Advisory Board Member
- Non-Profit Board - Work Faith Connection: Board Member, Houston Texas: Nomination and Governance Committee which also includes CEO and Executive Compensation.
- Non-Profit Board - HR Houston: Prior Board Member

CAREER HIGHLIGHTS

- Business strategist for large scale talent acquisition, talent development, ED & I, total rewards, HR Information Systems (including Global ERP integration with Workday and Oracle).
- Built a significant employer brand, large scale recruitment to staff mega capital projects, culture transformation for talent attraction and retention.
- Experience in multiple industries: Oil and Gas (EPCM), Environmental, Software Development, Staffing and Healthcare.
- Leading total rewards for global companies in over 26 countries.

BOARD PROFILE

- Global HR experience with both professional employees and trade employees
- 25 years leading Global Human Resources for \$1B high growth entrepreneurial companies that transacted to big buyers (Wood, SNC Lavalin, Fluor).
 - ✓ In 2023, as Chief People Officer, supported the Human Capital Management due diligence for Kent Plc through to the Sales Purchase Agreement signage for Nesma & Partners as Kent's new ownership replacing private equity Bluewater Energy @\$1.3B revenues and 11,000 employees in over 26 countries.
 - ✓ In 2021, as Chief People Officer, led the HR Workstream for the merger of Kentech, @\$300M revenue and 3000 employees, with SNC Lavalin (TSX:SNC) Oil and Gas Division @\$700M revenue and 6000 employees, to form Kent PLC with operations in 24 countries.
 - ✓ In 2019, as Chief Human Resources Officer, led the HR Workstream for C&J Energy Services (NYSE:CJ) who was bought by the Keane Group to form Nextier Solutions (NYSE:NEX). This was a merger of equals, valued at \$1.8B with 6700 employees.
 - ✓ In 2015, as Chief Human Resources Officer, led the HR Workstream for the spin off from Exterran (EXTN) to form the US IPO of Archrock, Inc (NYSE:AROC). At the time Archrock had @\$1B revenue and 3000 employees.
 - ✓ In 2014, as Chief Talent Officer, led the HR Workstream for the purchase of \$.4M Valerus Compression Services (TPG, PE owned company) by FTSE 250 company Kentz Corp. Ltd (LN: KENZ).
 - ✓ In 2014, as SVP Human Resources, led the HR workstream for the acquisition and delisting of Kentz (LON:KENZ) by SNC Lavalin (TSX:SNC). At that time Kentz had @\$2.5B revenue, 15,000 employees in 36 countries. With the acquisition of Kentz, the Oil and Gas Division of SNC Lavalin became 3B and 25,000 employees.
 - ✓ In 2002, as VP of Human Resources, led the integration of Mustang Engineering, Inc. post-acquisition through an earn out by John Wood Group PLC (LON:WG). At that time, Mustang had @\$1B in revenue and 7,000 employees.

EDUCATION

- M.S. Human Organizational Science, Villanova University
- B.S. Business Administration with specialization in Human Resource Management, Messiah College
- Institute of Leadership and Management Qualified for Executive Coaching
- Harvard Executive Education