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DIVISION OF MINERALS
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RICHARD PERRY
 Administrator

Thursday, March 19, 2020

1:45 P.M.

MINUTES

CALL TO ORDER

1:50 PM by Richard DeLong

Commission	Staff	Public
Richard DeLong	Mike Visher	Jennifer Atlas, Griffin Company - LV
Art Henderson	Sherrie Nuckolls	Sean Derby
Josh Nordquist	Anthony Walsh, DAG via Teleconference	Robert Anderson
Bob Felder via Teleconference		
Randy Griffin via Teleconference		
Nigel Bain via Teleconference		
Mary Korpi (absent)		

Richard DeLong: Thanked everyone for their understanding under these interesting circumstances. Given the Governor’s directive yesterday regarding social distancing, the configuration of the meeting room is such we can maintain the appropriate distance. In addition a number of the Commissioners and our Deputy Attorney General are attending by a conference call; the meeting is required to be an Open Meeting Law compliant meeting and as a result all interviewees at the Commissioner deliberation and the Commissioner’s vote on the finalist have to be done in public. For each of the interviewees, you certainly can be here for the entire meeting or you can choose to just be here for your interview or something in between, however you choose. We realize this is a bit of an awkward situation with regards to job interviews; however, given Nevada’s Open Meeting Law this is the practice we have to follow and I appreciate everyone’s understanding of that. We’ll first conduct the interviews for each of the three finalists, and it’s anticipated each interview will be about 45 minutes, that’s what we’ve scheduled, though there is nothing set in stone. Each Commissioner will have an opportunity to express and discuss our thoughts on the finalists and how they may or may not meet the qualifications as outlined in the job description. At the end of that process the Chair will entertain a motion on which finalist to hire, and to have the Chair come to an agreement on a salary with that individual.

PLEDGE OF ALLEGIANCE

Led by Richard DeLong

COMMENTS BY THE GENERAL PUBLIC

None

I. AGENDA

A. Approval of the Agenda

Motion to approve the agenda made by: Art Henderson

Seconded by: Josh Nordquist

Unanimously approved

Anthony Walsh: For the record can you briefly describe the location change, the circumstances and confirm if any members of the public are in attendance?

Richard DeLong: The meeting was originally scheduled for 1:00 pm at the Nevada Bureau of Mines and Geology building in Reno today; however, due to Governor Sisolak's directive and how the University interpreted that, the Bureau closed that building. We then relocated the meeting to the Division of Minerals' conference room and pushed the time from 1:00 pm to 1:45 pm to accommodate any member of the public traveling from Reno to be in attendance. In the conference room at the moment there are only the Commissioners, Division staff and interviewees. There are no other members of the public present at this time. Commissioner DeLong asked if there are any members of the public on the conference call; Jennifer Atlas, with the Griffin Company based in Las Vegas commented she was on the conference call.

II. MINUTES

A. Approval of the February 6, 2020 meeting minutes

Motion to approve the agenda made by: Josh Nordquist

Seconded by: Art Henderson

Unanimously approved

III. INTERVIEWS FOR ADMINISTRATOR POSITION AT NEVADA DIVISION OF MINERALS

Commissioner DeLong: He stated that the commission members, Deputy Attorney General and Sherrie Nuckolls together created a list of common questions they would pull from and that Commission members may raise additional questions if they feel necessary. Our first interviewee is Sean Derby.

Sean Derby

Josh Nordquist: What specifically interests you about the position?

Sean Derby: Responded with thanking the Commission for selecting him to interview, it's a big honor for him to be here. He stated he worked in almost every rural town and in many of Nevada's mineral fields since coming here in 2006. He's gotten to know a lot of people in the rural communities, corporate leaders that work in mining; he's gotten to know Nevada really well and become to love it. It's a good opportunity because he can tie the things he knows and the people he's met with the relationships he's built on to help guide conscientious policymaking and build knowledge on dissolved minerals, lithium, oil and some other things he doesn't have much expertise in. He added it's a good point in his career to try and use the skills he's built and the connections he made.

Bob Felder: If you were hired for this position, what would your goals be within the first year?

Sean Derby: Responded that he's spent the last week scouring the website and he wants to really dive into education outreach and safety, he thinks there's a number of initiatives ongoing right now with the way the economy is, there should be corporate outreach that probably should be a focus, but the heart of what's being done here is really the work with communities, education and abandoned mine safety and safety in general. Without knowing more than about six days of research and what Mr. Perry's has made his focus, that would be his off the cuff answer.

Randy Griffin: Please explain why you've held eight jobs in the last 12 years?

Sean Derby: Stated he started out in junior mineral exploration and has spent some time as a contractor, some of the briefer jobs have been contractor jobs that didn't pan out, some have been family-oriented choices -- the State work to be closer to his daughter and that's where he's at most recently. The work history for many exploration geologists is one of moving a lot. Once he started getting comfortable at Barrack it began to feel like he needed to be home more. Having a family is really what got him motivated to be here in Carson City.

Art Henderson: What is your experience with the oil and gas industry and also what are your thoughts and opinions on hydraulic fracturing?

Sean Derby: Stated he has a very limited background professionally with hydraulic fracturing and the oil industry, his graduate degree is in economic geology with primarily focuses on precious metals and base metals. His opinion of the growth of the oil industry based in the shales in the United States in the last 20 years is that it is a necessary move to

gain energy independence and that it's been an overall good thing; that we have a limited amount of oil operations in Nevada, we have a vast state which is sparsely populated, and that it's an appropriate way to explore oil extraction.

Art Henderson: Stated one of our major concerns with hydraulic fracturing is protection of the ground waters and that we spent a lot of time, almost two years, coming up with the regulations where our primary goal was to protect the ground waters of the state. He asked: in your experience, from what you've heard from the media, what you've heard from your professional sources: do you believe that hydraulic fracturing can be done safely? Or do you think we'll always have inherent risks?

Sean Derby: Stated with proper monitoring and with the extra expense of putting the time in doing the research on which way your injections are flowing he thinks it can be done with limited interference to the environment.

Art Henderson: I believe the new Administrator will find in a couple of years that a significant portion of your time might be dealing with either defending some regulations that we have made or providing information to others about the regulations that we have. I think it's going to be an important part of the job as it unfolds.

Sean Derby: He feels excited to be able to do that and learn about the specifics on exactly how that works but from his point of view he is ready to do that.

Nigel Bain: You've moved very quickly from job to job, some of them were from booming companies like Florida Canyon who were desperate for geologists in that area and you moved less at Barrick. What location at Barrick did you work?

Sean Derby: Responded he worked for Barrick at their Four Mile location.

Nigel Bain: I'm concerned because you haven't been able to keep a job for very long; I'd like to hear a better explanation.

Sean Derby: Responded that he worked for EP Minerals for almost 4 years and before that he worked for a junior company based in Vancouver for about 5 years. In moving around quite a bit and focusing on junior mining he was hoping to begin to start forming a career around a company, that would have been with EP Minerals which was purchased by US Silica in around 2017, and at that time they laid off half the exploration department, his field crew and himself. Before he moved from Barrick to the State he had a short stay at Florida Canyon and he had a discussion with them about possibly being a full-time employee for them but that would have required being in Elko and he discussed that with his partner, and with her job being in Reno that wasn't going to be a possibility in terms of her goals and with his intention to be involved with his daughter's life. He started getting very comfortable at Barrick, he felt his input and time there was appreciated and he had feedback that he was doing good work, but that ultimately he wanted to choose something that was closer to home. He had already interviewed with NDOT and secured a position as a Staff Engineer and just before starting with them he received an unsolicited offer to start as a Senior Geologist with Florida Canyon. He continued that shortly after starting with Florida Canyon they received notice from their parent company, Alio, that they weren't going to get the funding they needed to complete the project he was hired for and they needed him to work on something different without much training in that regard. Without the ability to work on the initial project and without additional training they asked him to step down. Luckily the position with NDOT was still available so he was able to step right into that. You'll note there have been several short stints, working as a contractor you generally work the project then you try and find another job, keeps that job pipeline going. He's very proud that he has been able to stay gainfully employed as a young geologist pretty much since he's had his bachelor's degree.

Rich DeLong: The Division is required to work closely with the Department of Conservation and Natural Resources and to interface with the Governor's office and the legislature. What skills or experience do you have to facilitate good working relationships with other entities such as these?

Sean Derby: Stated the interplay between the geologist and the other parties involved in any exploration is always one that you have to know how to be political, how to talk to your driller, how to be able to report concisely to your superiors and the State of Nevada is no exception. Working at NDOT they worked with interagency divisions: environmental, cultural, right of way, and every day when they were looking at a new material site to go to or to evaluate for a project they would have to be in touch with any of those agencies to make sure they had permitting to go in, and they all speak a different language, and you get to know these people, be in contact with them, try to develop a rapport and then you go from there and try to use the right manners to move the ball forward. He believes his entire career has been 50/50, between the science of what he does and dealing with people.

Josh Nordquist: Summarize in your experience what level of interactions have you had with state government, agencies, regulatory, commission level.

Sean Derby: Responded with, you always have in mineral exploration your staking, that's your primary step -- so you have the county agencies to deal with, BLM to deal with, being on the phone, making sure your paperwork is all in order. That would be early on in his career. Now working with NDOT he has a better appreciation of what the gears look like to actually move projects forward. That you have high stakes contracts, 8-million dollars to widen a road and setting up each element of that has been very eye opening, and the ability to get in front of things, to inform people of what's coming and having the forethought to get the ball rolling in different areas even before they're due has been a huge part of our work. He expanded on the need to get cultural and environmental clearance years before working on a site, and the preplanning needed to move a project forward.

Josh Nordquist: Any other related exposure to state government, meetings, procedures or operations?

Sean Derby: Stated this is his first deep dive into it, right here.

Bob Felder: What is your communication style, what style will you use to effectively manage staff, and what experience do you have in supervising people and management, and do you have any kind of leadership role so far and how would you take that in a new position?

Sean Derby: Responded with his first real challenge in leadership was when he was with a project geologist in Turkey and it was a cultural experience as well as a test of his leadership skills. That involved the language barrier and a cultural barrier in terms of what constituted a work day, what constituted supervision. A lot of the staff didn't believe the drill crew needed to be supervised or didn't know what an 8-hour or 10-hour work day was like. As far as his style, you need to know your audience as much as a presentation: you get to know the people you're working with, you find out where you can have common ground, and then when you're up against issues that are a challenge to the personality you find ways to bring that challenge to them in a straight forward concise manner where everyone understands the goals and sacrifices need to be made to get to them. That experience really brought that home for him and helped develop that. Since then he's worked for EP Minerals and was a Project Geologist with them and had his own crew, and when exploring for diatomaceous earth it's not like you're looking for an alteration halo, so your crew can be unsupervised for a longer period of time. He said there are challenges there too, that you have to set up expectations at the very beginning and continue to reinforce that kind of thing. If you have a relationship with your crew, a sense of respect, and an element of a personal relationship, that is very important. Wherever you go there's also an element of identity where you want to try and find some common ground with that individual, and that's always been a part of how he's tried to lead or bring people together, toward the common goal.

Bob Felder: As the Administrator of Division of Minerals you would be supervising people more experienced than you, what are your thoughts on being able to supervise people more experienced and know more than you know?

Sean Derby: Said he's had experience working in Arizona, an extended project that lasted about two years where we had a geologist who was 65 and he was 25 and was the senior on that project. Right away he realized that individual was going to tell him (Sean) his opinion, so he (Sean) might as well listen. He gave his opinion and Sean listened, the more he listened and incorporated his ideas while not letting him control everything he was doing to move the project forward, the more he gave him feedback of where I was at, the better it was. It didn't do him any good to butt heads with him and he thinks it really enriched his abilities on that project. Even though the roles were reversed it was a mentor-mentee relationship. He said you can always find time to do that, to find time to listen and get feedback.

Randy Griffin: What would you consider your most rewarding experience or situation in minerals?

Sean Derby: Responded with when he first started EP Minerals, they had a big "snafu" with the boundaries of their perlite resource, maybe it was because he came from precious metals it was a project he was able to step right in, they did a bunch of data analysis, modeling with Leapfrog and we got them back on track within 3 days. It was really causing them headaches, their clients to make big complaints, it was great because he had the background and the kind of push to get his ideas right in front, operations changed their planning, they were back in their ore zone pretty quickly. It was a real win for the company and brought back their operations back to status quo.

Art Henderson: This position reports to a governor-appointed board, every day the doors are open outside to the public and we've seen a lot of different people, from the State of Nevada, come through the door and we have to respect every one of them because everyone has a reason they might want to come and visit you. What is your communication style with the people that you may or may not agree with that come through the door, and what would be your communication style with the Board and how would you handle disagreements with the Board?

Sean Derby: Stated for the public he thinks that he has a relationship with how you deal with people at large, engaging with the person, find common ground, share the information that is free to the public, and engage the person with respect. With respect to the Commission, we work for you and the public. You're experts in your field, you're helping create policy and we're the intermediary. He would share his background, share the direction the government is going and then reengage with you -- it's going to be a learning curve for him.

Nigel Bain: If you are hired for this position, what would you do within the first year and what would your goals be for long term 3-5 years?

Sean Derby: Stated he would have to see where this current crisis is going and how it will affect our industry. He would start off with public outreach, education and safety. He knows many abandoned mines that are not secured, that public outreach and education is the heart of progressing mineral resources in Nevada, that if we don't have knowledgeable people in the communities and clarity with our own public then we're falling short. His 5-year plan would continue the work with what Ms. Patterson's being doing with GIS and making data available to people, continuing to develop the website and diving more into some of the geothermal and oil, and some of our other emerging resource economies that are not as well-known with the public -- those would also be goals, to get information out about those and focus on those.

Rich DeLong: Why do you feel you are qualified for this position and what particular knowledge, skills and abilities do you hold that would help you succeed in this position?

Sean Derby: Stated he really has a passion for bringing people together and he loves this State, he has seen the rural communities and gotten to know people who live here and if he has the passion that makes him a good candidate. Skills, background, he loves a challenge, there will be learning curves but he's ready to take those on, he thinks he will flourish; it seems like a good community to work with just here in this room.

Josh Nordquist: In relation to my previous question, what is your current understanding of what the State regulations are, how they work, how they change over time and anything related to policy and legislation.

Sean Derby: Stated the last 4 days he's been reviewing the NAC and NRS topics that go along with the Commission, his job in the next two weeks is to really dive into that. He only understands the regulations from what he's had to deal with in the field: plugging wells, filling sumps, reclamation bonds, what goes into putting a claim out and getting the paperwork back. From a policy standpoint he's in the dark, that's something he's going to be building on and digging into a lot, if he should be fortunate enough to get this position.

Bob Felder: Is there anything you'd like to add about your experience in the minerals industry and is there anything you'd like to enhance about your experience regarding to this position?

Sean Derby: Responded with he's seen how public outreach is embraced by rural communities, places like the pool in Eureka, any of the high schools in the rural communities, that these communities are so on board with what we're doing because companies like Barrick and Newmont are giving back. He just can't help but think there is more that we can do -- there's prospecting, day trips, all kinds of things. They have weekly chukar hunts when it's chukar season, kids are going out and getting involved with that, maybe we can do something like that. Being around these families has really made him passionate about the work and the prospect of getting involved with policy. He doesn't know if that's a qualification, but the exploration background in Nevada is probably his qualification, but he thinks his interest in doing more is probably more important.

Randy Griffin: In your history have you ever obtained any awards or special recognition?

Sean Derby: Stated that a lot of the companies he worked for don't really celebrate that kind of culture. When he was working in Vancouver, the junior company he was working with selected him to come to the Mackay School of Mines to complete a thesis on one of their deposits and he considers that to be quite an honor. It was a paid program and he got to get to know UNR and got to know the State better through that process. After he completed the thesis, which took two years, he was able to travel around and go to different conferences and give talks on the deposit they were developing into a mine -- he felt that was quite an honor. As far as awards, as fate would have it, he was a sophomore in undergraduate when he received the "Michael Visser Best New Student, Geology" award -- he's sure it's not the same guy.

Art Henderson: Is there anything else you want to say about oil and gas, even when the current Administrator started he wasn't a good petroleum geologist per say but he learned very quickly and has a very high level of knowledge now in both industries, is this something you think you can gain quickly?

Sean Derby: Replied he's interested in any development he can get his hands on, that's his plan for the next couple of weeks, to take a deep dive into that, that he's curious by nature and he thinks it's time to step into it regardless of if he gets the job or not.

Nigel Bain: I think I've gotten all of the answers I want.

Rich DeLong: Ok. What is the most frustrating experience you've had in your past/current career positions?

Sean Derby: Stated the situation at Florida Canyon, they recruited him to come in, the expectations they put out and what they really needed were two different things. It was frustrating not having a clear idea of what the goals were and then have it turn into an experience of getting fired, where you're fired for nothing of what your performance was. That kind of thing can happen in junior mining where goals change rapidly, if you don't get the money you need to do the projects you have to figure another way to do it and wear many different hats and at that time he had worked for larger companies and he wasn't in the junior mindset anymore – that adaptability was the issue there and it was very frustrating.

Rich DeLong: How did you handle that conversation?

Sean Derby: He said he pointed out they recruited him and that he had passed up a different job opportunity to plan and execute this larger, advanced program. He didn't get upset, he didn't make any comments that weren't related to the issue at hand; he said he thought about it a lot and that it was frustrating and largely out of his control, that he wanted to help with.

Josh Nordquist: Any experience or exposure to the geothermal industry or geothermal operations out there?

Sean Derby: There is an old geothermal well at Florida Canyon where they're not doing anything with it; he has had several calls and contacts with LinkedIn about people who were curious about it. He was only there for a short time so he passed information on, but his understanding was that was a pretty high temperature resource and that's not being used and there's probably some energy for someone if they have money to put into it. I think Florida Canyon's focus is staying in the ore zone, but he has very little understanding of that. Apart from that he enjoys hot springs; he tries to visit new areas -- Pine Valley, Crescent Valley -- when he has the opportunity.

Rich DeLong: Are there any other questions from the Commission? (None) Is there anything you'd like to add?

Sean Derby: Asked what do you think is the next biggest challenge for this commission in the next three years, next two years.

Rich DeLong: Replied with the unknown of what will come out of the next legislative session with regards to sweeps of funds, regulatory changes, particularly with fracking changes, additional fees on mining claims, things like that. A lot of that stems from the economic turmoil we're going through just before a legislative session.

Sean Derby: Are you expecting there to be an increase in mining claim fees?

Rich DeLong: I did not say that, I only said I'm worried about what the legislature might do.

Bob Felder: Our industry is always changing, it's always a concern. And beyond the legislative session, what the next administration might look like.

Rich DeLong: Thanked Sean for his time and candor, and they plan on making a decision in the public meeting.

Mike Visher

Josh Nordquist: What specifically interests you about the position?

Mike Visher: Replied the ability to continue the great progress we've made over the current administrator's time here, he thinks we've really shown that the agency provides a lot of value to the stakeholders, Legislature, Governor's office and the public. He wants to make sure we continue that and continue improving on that and he thinks he's in a good position to make sure that happens without upsetting any of the existing contacts, relationship and empowering the existing staff we have.

Bob Felder: If you were hired for this position, what would your goals be within the first year and what would your goals be for long term?

Mike Visher: Responded for the first year we're going to be responding to the current crisis we have and there's going to be a shift not only in how the agency operates, both public facing but internally as well and there's going to be a lot of challenges with that and hopefully within a few months we'll have a better sense what's going to happen next. He feels like there's going to be a cost for all of this and we're not going to be immune from it, even though we don't have any general fund money, he can see very easily that we may be tapped for some funds; the rainy day fund probably won't be

able to take care of all of the costs that are accruing already. Managing it a little differently, just responding to the crisis -- the immediate crisis, the aftermath and how we rebuild and whether that requires a change in the focus of the programs. We're fortunate we have two programs that are basically tied to continuing operations and public safety: the fluid minerals program ensures there's no energy disruptions, and the AML program is a safety program but it's going to be more geared toward accomplishments in the field. The outreach stuff is going to have to be sidelined for a while, and that may change even in the next school year -- we'll have to see how things move. After that, or even in this year we still need to go through the budget building process, so by August we're going to have to develop and submit a budget for the next two years -- that's for FY22 and FY23 -- which means looking into a very hazy crystal ball. I'm sure we will get guidance from the Governor's Finance Office, and how we manage that will be the challenge. Long term we've made some great progress that we've made with the AML program and we want to continue that, and interact and engage with our partners to make assure that we avail ourselves for opportunity for funding because we move so quickly we can get more work done in the field than the federal agencies, he thinks we'll be counting on that. He'd like to increase our exposure to the county commissions. He feels like some of them may know about us but they may not recognize some of the assets we can bring and how we can help them. He saw that when they met with Churchill County and their update for their master plan, and they had not considered the AML features in their County and the liabilities they pose, and the County's ability to react, respond and impact the securing of those. Additionally, all of the lands bills floating around from the various counties, the counties don't really understand what may be impacted in these lands bills with regards to mineral resources. We saw that before when we went through the Sagebrush Focal Area mineral withdrawals, Clark County and Washoe County reached out to us to provide information on mineral resources, and I think we do a good job at providing that, and also providing information for the impacted stakeholders to use to provide substantive comments. So, we'll continue to do that -- I'm not sure what's going to happen with "FRTC" other than continue to engage with congressional leadership to help them make their decisions.

Randy Griffin: In your career did you obtain any awards or special recognition?

Mike Visher: Stated special recognition would be from the federal side on the AML program with their "Fix a Shaft Today" program. We were able to transition from analog to digital in all the incorporations we made as well as fast tracking the securing efforts by creating a new MOU between BLM, Forest Service and "SHPO" that enabled us to get all the work done in the field without having to get special approval for every fence we were going to put up and that was recognized at a national level, it wasn't directed to him personally, it was directed at the program, but as the Chief of the program he was the one that accepted the award.

Art Henderson: What is your experience with the oil and gas industry? Also, what are your thoughts and opinions on hydraulic fracturing? What was the most important part of hydraulic-fracturing regulations that we performed and what was the basis of the hydraulic-fracturing regulations that were put into place?

Mike Visher: Prior coming to the Division of Minerals he didn't have any oil and gas experience. When he came to the Division he was hired as the AML Chief, so his exposure was just in interacting with the Oil and Gas Program Manager over the years, and going out to the field learning more about actual site operations. He believes it's similar to mineral-exploration rigs -- higher pressure but similar. When he became Deputy Administrator he increased his education on all of that because he had to be able to sign off on oil and gas permits, geothermal permits, sundries, after reviewing them with the Program Manager, more site visits, including hydraulic fracture stimulations to understand that, but that the lion's share of the education occurred as we developed the hydraulic fracturing regulations. That required a lot of research, interacting with the IOGCC to understand what was going on in other states, learn from other states as we were required to roll out new regulations required for addressing hydraulic fracturing in the State of Nevada. That was a tumultuous time when we were transitioning from one administrator to another, we had deadlines to meet, he was fortunate that Commissioner Henderson was on board at the time and we met regularly and probably the best thing that came out of the hydraulic fracturing program was the ability to allow for continued exploration while at the same time being very protective of the resources of the State. We had some very novel approaches to that including a third string of casing to protect and isolate the exploration and extractive component of the drilling from water, but we also did something that was really innovative -- and it's much easier now where FracFocus has developed their registry -- but we're the only ones that required pre-approval of chemicals to be used in hydraulic fracturing, and no other state was doing that at the time. So this was relatively new and we did it so that we could avail ourselves of the FracFocus database, and learn how often chemicals were being used. He developed the chemical inventory list to track which

chemicals could be used and to better understand and educate both myself, the staff at the agency and the general public as to what chemicals are used, what their used for, their toxicity levels, whether they appear on the Prop 65 list for causing cancer and reproduction issues as well as the International Association of Research on Cancer lists, to make sure the chemicals that are used are not on those lists, and also the frequency of use and the concentration so that we were not on the frontline for some product to be used in Nevada that had never been used anywhere else.

Nigel Bain: At times this position is required to talk to elected officials who are going to push an agenda that's counter to the Division's mission statement which mentions minerals, oil and gas and geothermal energy, that's going to require some very skilled talking to them. Can you talk about that?

Mike Visher: Replied the biggest thing is educating those who are looking to do something counter to our mission statement -- our mission statement comes straight from statute; so, that's what the legislature told us to do. So, if they wanted us to do something else they would have to change the statutes and that would take approval of the legislative body. He thinks what's going to come forward are bills that do run counter to components of our mission statement, like another ban on oil drilling in Nevada, or hydraulic fracturing in Nevada, with the push to more renewables and he thinks what's going to happen is one on one conversations with sponsors of the bills to educate them about what the industry actually does, and make sure they understand what the actual impacts are and provide some counter information to what they may be hearing. We've seen this before, and it's important to let them know that there isn't a lot of activity in Nevada for hydraulic fracturing right now. Even if the State decided to ban hydraulic fracturing it would not prevent the BLM from permitting such activity. The BLM doesn't have the strict regulations that we do, so you'd actually be under cutting and lessening the regulations for those operations which is not what anybody would want; so, it's kind of bringing to light what those are as well as what revenue these operations bring into the State. You have both net proceeds of mines, but you also have the royalties, the taxes of these businesses and industries bring in, and we've already been doing that to this provide this Governor's office so that they know. We know that this next session they're going to be looking for more revenue where ever they can and looking to change some of the tax structure, either on net proceeds or something else. He's afraid that the current crisis that we have is going to make that stronger, they're going to be looking harder for more money. He's going to have to educate those that are in the midst of that discussion; we're fortunate that we have a really good relationship with Scott Gilles, a Senior Advisor to the Governor, and he's aware of what we do and he understands net proceeds. So we've already got a good relationship there, it's going to be with the individual legislators, but understanding you won't be able to convince someone who's not listening to rational thoughts. We can only do what we can do by getting the proper information out there and make sure that the impacted stakeholders have that same information so they can bring it to light so we're not being looked on as lobbyists.

Rich DeLong: The Division is required to work closely with the Department of Conservation and Natural Resources and to interface with the Governor's office and the legislature. What skills or experience do you have to facilitate good working relationships with other entities such as these?

Mike Visher: It's been demonstrated through the last many years of regulation updates and we had to do the hydraulic fracturing, we were engaged on a very regular basis with the Department of Conservation and Natural Resources, NDEP, for their water as well as their UIC program, Water Resources, we've got a very good relationship with everyone over there and it was very much a team effort, they appreciate that, as you recall Water Resources showed up at our regulation hearing to show their support. He has really good experience dealing with the heads over there with the Bureau of Reclamation and Regulation side, especially through the Bond Pool, he regularly interacts with the Bureau Chiefs as well as the Administrator of NDEP because he was over the Bureau of Reclamation and Regulation before so he's very familiar with the bond Pool and how it worked, we provided quarterly updates to them and we're often asked to speak at the same meeting on various topics that we interact and regulate on. We provide a lot of feedback to the same stakeholders and clientele.

Josh Nordquist: Give us a summary of your exposure interactions with other levels of state government.

Mike Visher: Mine Safety and Training, there is some overlap with the AML program, as well as the Annual Status and Production, so we reach out to the same groups of operators but for a different set of information. So we feed information to them, they feed information to us of operations, operators doing stuff and this is especially helpful for sand and gravel operations that aren't regulated by NDEP but they are regulated with by Mine Safety and Training. The AML side of things, the State Mine Inspector is always called when there was an AML incident, so we're usually the second agency that can get called outside of the county sheriff to help assist with those. We also interact with

Department of Wildlife, so every oil and geothermal permit that comes through the application is provided to Department of Wildlife for review, and the AML program, we work very closely with the biologists to make sure that the work that we're doing is not impacting, in a negative sense, wildlife, and he's got very good relationships with several of the biologists that we continue to work with. When he came on as AML Chief they did not approve of the way mines were being closed because the primary method was just backfilling them -- covering them up --and there wasn't any advanced thought about impacts to wildlife. He changed that, we then became part of the Bat Working Group in the state and assist with the Bat Management Plan that's published about every 10 years, and we also provide the back up and on-site safety supervision for any of the underground surveyors that the bat biologist do, the same biologists he worked with when he was the AML Chief. We interact with Department of Taxation quite a bit on the Annual Status and Production Reports we're asking the same operators information on their mineral production. We're asking slightly different questions, but Department of Taxation about every quarter will reach out to us and ask for information on what was reported from a specific operator for a certain year, and when they do their audits they will ask us for the three years they're doing audits on. Taxation, Wildlife, Mine Safety and Training, State Parks -- so, we do work on State Park land and have good working relationships with a number of the rangers at State Parks, with the AML program we also reach out to the rangers for permission for our intern's to camp for free at the park as a base of operations when they're doing work in the area.

Bob Felder: With regards to your time at Division of Minerals, what was the most frustrating experience you have had in your past/current?

Mike Visher: Responded when he came on as AML Chief, the prior AML Chief was very reluctant to embrace any new technologies -- whether it was a digital camera, GPS. He had definitive ideas on how we could move the agency forward and take on and embrace these new technologies to further our work and spend less time with pencil on paper. He was forced to restrict the area in the state that he had oversight on and it was basically taking his backyard and that it was Clark County at the southern part of Nye County so that his way of doing things did not impact the rest of our accomplishments. He did that partly because he had to defer to his experience, he'd been at NDOM for quite a while, he knew the State very well, but he needed to also show why it was beneficial and he couldn't do that until we had already achieved some of the accomplishments then he could show him this is why we want to do it this way, this is why you don't have to take paper and pencil in the field anymore, this is why you don't have to take still slides in the field and risk losing them and that's your only copy of a photo that was taken in 1987, and it took some time, it wasn't a simple thing, it took many years to overcome that. He finally adopted the camera, GPS and could understand why it was nice to have digital files of all the pictures, which was certainly helpful. It was a challenge; we managed to get through it. The procedures and workflow are now the same in the north and south -- it's all exactly the same.

Randy Griffin: What would you consider your most rewarding experience or situation in minerals?

Mike Visher: Replied the most rewarding was getting the hydraulic fracturing regulation through at a time when there were a lot of entities against us and there was a deadline for when it had to be done -- and the deadline was in the statute, and trying to get the various stakeholders and even the Sierra Club on-board with what we were doing, and Kyle Davis with the Nevada Conservation League was on-board and he was on MOAC at the time. He thinks was a huge win for the agency; that it may not have the biggest impact today, but in terms of accomplishments that was a big one and it was something that was done by a team of people: Water Resources, NDEP, Staff, and Commissioners -- that was the most rewarding accomplishment in his time at the Division. Also, being a part of the team that developed a mineral resource that actually became a mine, when he worked for Meridian Gold they developed the STORM resource, and JV'd it with Barrick, Barrick brought it forward as an underground mine and early on in the process he came up with the name of the mine, so STORM was an acronym for the names of the people involved in the project, it was: Kent Samuelson, he was the S and the first Project Geologist; T for Nate Tewalt was another primary geologist on the project; O was for all the others because he needed a vowel; R was for Rick Rukavina, he was one of his cohorts and a consultant there; and the M was for Mike Visher.

Art Henderson: This position reports to a governor-appointed board. Every day the doors are open to the public and we've seen a lot of people come through the door. What would be your communication style with the general public, and what is your communication style with the Board, and how would you handle disagreements with the Board moving forward?

Mike Visher: Responded with his communication style is respectful, be a good listener, he wants to hear what someone has to say before he responds quickly, if they're coming to us with the question, he wants to hear what the question is, it's the same whether it's the general public or the Board or the Governor's office. He prefers one-on-one, face-to-face interaction whenever possible, he thinks you can learn more when you can read their body language and you get a sense of what is really of interest of them. Sometimes in email we can be fragmented and not quite get the message across that we'd like to, so his response would be pick up a phone call first rather than an email, although I like the efficiency of the email so being able to respond as quickly as he can. With regards to disagreements with the Board or the Commission, again, what is the issue, what is your issue? Is it with something the agency is doing, or is it something he's done, or are you looking for a resolution from him or is the issue somewhere else? Gather the facts, figure out is there a common t that we can get from all the parties, maybe not, but look for a consensus whenever possible and reach out to others for guidance including other Board members.

Nigel Bain: All of my questions have been answered.

Rich DeLong: Why do you feel you're qualified for this position and what particular knowledge, skills and abilities do you hold that would help you succeed in this position?

Mike Visher: Responded with he thinks he is uniquely qualified as he's been the Deputy Administrator for eight years. Prior to the current Administrator he was acting Administrator, until the new Administrator was appointed, so he's done some of this work before. He knows every program in the agency, he knows who they interact with, understands the money flow, probably better than anybody else. He thinks he's uniquely qualified for the Administrator position with his current experiences as Deputy Administrator and knowledge of the staff, their strengths and weaknesses and how we interact with other agencies and his experience in communicating with the current Commission.

Josh Nordquist: Summarize your understanding of Nevada State government policies, procedures and operations.

Mike Visher: Responded with policies are set down usually from the Governor's office, but they provide latitude under each agency to fine tune it for that agency and that's left up to the agency head. It's a top-down approach, there's the statutes that sets forth by the legislature, and then the regulations that are put forth by the agencies, and then there are policies put forth by other agencies that impact your agency, and everything is online, there's a lot of manuals; you have to constantly refer back to these, because they aren't something you routinely interface with daily. Every facet of state government is already outlined in black and white somewhere, it's a matter of finding it if you're not familiar with it. He's finding that out for the first time this week because there is a Continuity of Operations Plan that is to be submitted to Emergency Management by tomorrow for examples of pandemic, earthquake, floods, how you operate your agency, alternate locations, succession, and all that kind of stuff. We were not informed of this requirement until this week so we're working on it as quickly as we can.

Bob Felder: As the Deputy Administrator, are you involved in all interactions with the Nevada State government, or did the current Administrator do it all, and will this be a learning curve for you?

Mike Visher: Replied the learning curve will be on the State Environmental Commission because the Administrator of the Division of Minerals serves as a member of the State Environmental Commission in statute. He has not performed that function before, but said like developing regulations it's largely in the details and he's fairly detailed oriented, so other than learning the processes by which they conduct business, learn more about how they function, that will be a little new. Otherwise, there really isn't anything that he hasn't been involved with that Rich Perry has done as Administrator because he was his backup. Anytime Rich is unavailable or on vacation he would have to do his job, so even during the legislative session when you have a bill that's just been introduced and you have three days to respond with your fiscal notes, he's done those, it's a very busy time during the legislative session and it's very important during those times to have an Administrator and a Deputy Administrator that can follow through on all of the requirements that are put in front of you with a short lead time.

Art Henderson: If you were selected to become the Administrator what is your immediate thought for Deputy Administrator, because Deputy Administrator appears to be a very important position here; it does a lot of work, the Administrator depends on the Deputy Administrator, so have you given any thought about being the successful candidate for Administrator and what would be your steps forward to find an appropriate Deputy Administrator?

Mike Visher: Replied with he's thought about that a lot, a wrinkle has been thrown last week where the State instituted a hiring freeze, and so even if he was appointed the Administrator there isn't the ability to backfill his position, you have to submit a "justification to fill" form that goes to the Governor's Finance Office and it also goes to the Governor's office

for review, they have to approve that before you can make the job announcement. Right now they are scrutinizing those because the impacts to cost to the state. He sees it as an essential function, and he doesn't see not having to do it without a backup. He and Rich have done a really good job at being a team and relying on each other's strengths and relying on the other to fulfill our weaknesses, so some of the things that he took on as Deputy Administrator were things Rich just assumed I did. It doesn't mean it has to be that way under the next administration. He would be looking for candidates that can do a lot of what he currently does, but he doesn't expect to find someone that can do all of those things, so it's going to depend on the strengths and skills sets the individuals have, and how they can complement not just him and his work, but the team here. We're really lucky we have a team that just gels, a lot of overachievers and hardworking self-starters, whoever comes in better be like that or they're not going to fit in.

Art Henderson: If we do not select you today as the Administrator would you continue as the Deputy Administrator and how would you feel about that?

Mike Visher: Responded with he would be disappointed, but yes, he would continue to function as the Deputy Administrator. He thinks it would be very important for the agency.

Nigel Bain: Doesn't have any additional questions.

Richard DeLong: Doesn't have any additional questions.

Josh Nordquist: Summarize your experience and knowledge with the geothermal industry.

Mike Visher: Stated he didn't know much about geothermal until he came to the Division, he's learned a lot from interacting with the Program Manager and when he was promoted to Deputy Administrator he took on the role to sign the permits and sundries and permits and in the absence of the Administrator. He found it fascinating, he's learned a lot about being able to go out in the field and do the inspections with Lowell Price, he thinks he understands it pretty well, and has a pretty good understanding of drilling in general but the specifics of geothermal are very interesting and if he doesn't fully understand something he'll certainly reach out to better understand it. In the last eight years as Deputy Administrator he's learned an awful lot. And in the development of the regulations and the feedback we got back from the operators, their comfort level, he thinks that they felt like we also understood what their role was and what their needs were and that we could find a common ground.

Bob Felder: Doesn't have any additional questions.

Randy Griffin: Doesn't have any additional questions.

Art Henderson: Doesn't have any additional questions.

Josh Nordquist: Doesn't have any additional questions.

Rich DeLong: Is there anything else you'd like to add?

Mike Visher: Stated thank you for considering me, he appreciates the support that you provided the agency and myself included in the past, if you do appoint him as the Administrator he will look forward to continuing to work with you, if you don't he will look forward to still continue to work with you, thank you for making this meeting work under extenuating circumstances, and he appreciates everyone's time and attention to these matters because this is an important thing, so thank you.

Robert Anderson

Josh Nordquist: What specifically interests you about this position?

Robert Anderson: Stated he loves the State of Nevada, he spent the last 10 years working in industry in Nevada and is looking for other avenues to help advance the resources of the State and other opportunities that allow him to be closer to his family.

Bob Felder: Why do you feel you're qualified for this position and what particular knowledge, skills and abilities do you hold that would help you succeed in this position?

Robert Anderson: Responded with he's a technical guy, he's all about data and facts in helping to make the best decisions, be it properly spending a million dollars on a project. He has an extensive background in project management: managing, multitasking, change of directives from management, varying backgrounds of personnel, varying time constraints.

Randy Griffin: In looking at your resume, you've had 5 jobs in six years; can you explain what's going on there?

Robert Anderson: Responded through the last 10 years has been a very volatile market, his first professional job at Greens Creek Mining Company in 2006, 2007, 2008 he was able to ride out the Great Recession because he was working

in a production role. He left that job due to family medical reasons, his parents were sick and he wanted to return to graduate school. The rebound in gold price in 2010, 2011, 2012 was a perfect opportunity for him to go back to school; however, as the economy got better and the price of gold dropped in 2013 they were again doing layoffs in gold. He was offered a position at Newmont Mining Corporation, and then they rescinded their offer, but he was able to maintain some contract work, working for Klondex and Kinross Gold Corporation, and then was laid off by Kinross in 2013, and was unemployed for the next seven months. He met his wife at that time and did some travelling. He then switched gears and went into oil and gas, specifically barite, as Halliburton was ramping up operations and construction of the Dunphy Mill, and then the price of oil cratered. He started working when oil was \$109 a barrel of oil, and when he was laid off it was \$26. He then worked with Newmont Mining Corporation doing some consulting work. He also worked at a number of different operations before being offered full-time employment in May 2017 with Newmont. The Goldcorp merger was announced, which was a positive thing, then the Barrick-Newmont merger was announced, and after that, working in exploration, it was a very trying time, so he took the opportunity to work at Coeur Mining. That operation was not an ideal fit, he and management had differing philosophies and they decided to part ways. In addition, he missed out on a lot of his children's lives, so he wants to be home, closer to them.

Art Henderson: Please tell us about your expertise in oil and gas especially with hydraulic fracturing and what's your understanding why we had to make hydraulic fracturing regulations.

Robert Anderson: Responded with as stated his background in oil and gas was in barite, so it was on the mining side of things, he doesn't have a background in oil and gas, and he's spent his entire career working the minerals industry. As far as regulations needed for fracking, anything that is going to impact ground water, and anything that is new or changing especially in the State of Nevada, there are advancements being made as people learn more. There are three producing fields in Nevada; it's a smaller portion of the industry, relatively. He's done research in the last couple of weeks, he said he could talk more on that but his background is in mining.

Nigel Bain: You commented you did some research on oil and gas on NDOM's website; would you like to talk about that?

Robert Anderson: Stated he's done a lot of looking over the Division's website, it's structured very well, it's easy to find information, he's also done a lot of research through the Nevada Bureau of Mines and Geology, working in industry that's usually one of his "go-to" sites when it comes to a topic he's not familiar with when it regards to geology within the State of Nevada.

Nigel Bain: Do you know any parts of the Division's mission statement?

Robert Anderson: Responded with the Division of Minerals mission statement ultimately is to do what is best and right for the State of Nevada and the citizens of Nevada with regards to oversight of the abandoned mine lands, dissolved mineral leases, the bonds department, regulating and oversight of the geothermal industry, the oil and gas industry, mining, and education and outreach.

Rich DeLong: The Division is required to work closely with the Department of Conservation and Natural Resources and to interface with the Governor's office and the legislature. What skills or experience do you have to facilitate good working relationships with other entities such as these?

Robert Anderson: Responded with he considers himself to be a personable individual and can talk to just about anybody, he has maintained all of his industry contacts, volunteering through the Geological Society of Nevada, Society of Economic Geology, people in my past and previous professors, universities, UNR, members of the Bureau, both current and retired. He's a data guy, a technical guy so he'll research these before he goes into something, there's so much more that the Division does that he doesn't have a background in and he would need to research those and actually seek out members both within that department and other departments that can help him come to the best discussions for that and interacting with these people and having that information prior to going into those meetings. Documenting, tracking, he lives out of spreadsheets on referencing this material on individual projects he's working in exploration and mining and whatnot.

Josh Nordquist: Summarize in your experience what level of interactions have you had with Nevada State government, agencies, or anything else.

Robert Anderson: Responded with he's always been able to fall back on someone who is a permitting specialist. The bigger companies have entire departments that do that. When he worked for Haliburton his permit specialist was overwhelmed, and they did a lot of work, and he helped with NOIs, EA, Rossi EIS, Forest Service in Monitor Valley, the

BLM with NOIs in the Shoshone Range, and our EIS up at Rossi. A lot of interactions have been funneled through the permitting specialist for that, but always providing them with the information they need and trying to see ahead of what things are going to come up, what is going to slow down the drill program down, what issues are we missing, where can he provide additional information to them so when they're with the regulators and the various government entities they have the information they need going into that meeting.

Bob Felder: As an Administrator for the Division of Minerals you would be supervising a staff of 10 other people, many of which have a lot of experience. Has your experience to date provided any supervisory experience or formal training on leadership or management?

Robert Anderson: Responded with when he was at Coeur Rochester he supervised a staff of four, prior to that on any project you're supervising your third party contractors, trying to maintain all the different pieces that are constantly moving and changing. He supervised numerous core technicians, spent a fair amount of time inside the core shed and working with managing people with different backgrounds. You assume your staff knows what they're doing and your job is to allow them to do what they do to best meet the mission.

Bob Felder: Can you elaborate more on being in situations where you were in charge of people, what have you learned, what kind of technique do you use, what is your vision on getting people to do what you want them to do and be happy about it?

Robert Anderson: Responded with you need them excited about the work, you need them to know you're there to listen to them, their input is valuable. He stated he supervised someone who was his previous boss at a project in Battle Mountain who had 30-40 years of experience and responsible for major ore discoveries, they know geology in and out, you let them do what they do, you fall back on that, as far as his last job at Rochester he was working with a lot of not as experienced staff and you've got to get everybody excited about what the work is, you need to convey everybody as far as what the goals and the objectives are, to come up with how you're going to meet those tasks and to leave room open for input so everybody feels they're part of a team, that their work is valid – that they're putting in long days and weeks and if they're not happy then you're not going to get the job done, and to always have an open line of communication.

Randy Griffin: In your career, or in college, did you obtain any awards or special recognition?

Robert Anderson: Responded with when he was an undergraduate at the University of Georgia, he took an economic geology class and went to field school and was recognized and given the position of Student Body Representative through the geology department, he has a rock hammer they engraved his name on it, he was recognized through SEG and able to participate in a student-funded fieldtrip, most recently he was nominated for President of the Geological Society of Nevada, Winnemucca Chapter.

Art Henderson: This position reports to a governor-appointed board, every day the doors are open to the public and we've seen a lot of people come through the door and we have to respect every one of them because everyone has a reason they might want to come and visit you. How would you relate with the people that may come through the door, and what would be your communication style with the Board, and how would you handle disagreements with the Board?

Robert Anderson: Replied that with the general public everybody needs to be recognized, on exploration projects you always run into members of the public and you take the time to interact with them. This is a State department for the people, so anybody that comes through that door, you need to listen, and there are people of varied backgrounds, and you need to take note, thank them and follow up. As far as interacting with the Commission, you're busy individuals, he needs to have his information pulled together, summarized before he bothers the Commissioners so that he is familiar with the problem we're going to talk and discuss. It's ultimately the Governor's vision for the State, and I need to report to you and confer and go from there.

Nigel Bain: What is the most frustrating experience you have had in your past career?

Robert Anderson: Responded with it was Thursday at 4:00 pm and he ready to go home from the Rossi operation, the office was 45 minutes south of the actual active pit and he had an ongoing drill program, he receives a phone call that a drill rig's on fire and it's brought to his attention that it's a joke and he didn't realize it. He called and looked into it and indeed his drill rig is on fire, so he's running around trying to grab his safety representative that he can't find because she was on her way home, so he gets her back, they head up to the mine and his management didn't go up there, he went up and dealt with the situation. It wasn't until 1:00 am that he actually saw the face of a manager, he took it as a compliment that he was capable of handling the situation but this was a pretty severe thing, MSHA was inside, issued a

103(j)order, the operation was shut down, they could have had massive wildfires, everything there is contract mined, they coordinated with Barrick as far as having their fire crews come out and put out the fire and he didn't get the sense of urgency that he felt he should have gotten from his managers, and with regards to a safety situation, it was very frustrating.

Nigel Bain: Did you have an emergency plan?

Robert Anderson: Responded with they did have an emergency plan, they learned some things from this emergency plan, they were required to have one radio on site, the radio was in the pickup truck that had gone to get fuel, so the drillers didn't have a radio and were in a no-call zone so they weren't able to get the quickest response that they really needed. That's a lesson he's taken since then on all other projects, to not repeat that same mistake twice. They had protocols in place but the sense of urgency from his managers was not there. You expect those above you to have the sense of urgency you have.

Rich DeLong: If you are hired for this position, what would you do in the first year and what would your goals be in the long term, 3-5 years?

Robert Anderson: Responded with the first thing he would do is continue his research and get more involved with things outside of the mining sector so that he is as familiar, for all pieces of information, that he could be for that. He looked through the minutes of the previous meetings and one of things that was mentioned for geothermal, we're second in the United States behind California, but a lot of the work that Jim Faulds and the Bureau did, Jim was a Professor of his, he's followed a lot of the work that Jim has done with the Department of Energy grant and looking at some of these blind geothermal systems, he thinks that would be an obtainable goal, would be to look more into that research that's been done, try and advance the geothermal exploration potential here. Lucia's done an awesome job on the GIS compilation, the Bureau has a wealth of information and combining all of that, he's heard some of the provinces in Canada where there's drill related data to have access to. In larger companies it's entrenched that it's an unsurmountable thing. He doesn't know if there's a way to incentivize that, maybe reaching out to the BLM and see if when you come off of an NOI and you provide your drill data that maybe on a future NOI you can have more than the original five acres, and that's a federal thing but to look into that. He's looked into that, like on projects where five acres is your access road in, maybe there's a way to incentivize that, to look into that. Continue the education and outreach, he's a mining guy with an exploration background, and so much of the state doesn't realize the importance of that, it's huge in Elko, Eureka County, Pershing, now Lyon, in the metropolitan area it's not so much to do interacting with the high school students, middle school students, what you see at the airport display and discovery museum, continuing that -- getting the public to know about mining, geothermal resources, the work that's going on with lithium and how that ties in directly to not just mining but into the other industries in the State, like with the Tesla Gigafactory.

Josh Nordquist: Summarize your understanding of Nevada State government policies, procedures and operations.

Robert Anderson: Responded with that is not his strong point, it's not his background, he would need to look into what the different statutes are and make sure he was as familiar with things as he could possibly be.

Bob Felder: What is the most rewarding experience you've had in your past career in the mineral industry?

Robert Anderson: Responded with his first job, if his parents hadn't gotten sick he would still be at Greens Creek Mining Company in Alaska. He lived at the camp for nine months, worked with good geologists, it's an amazing deposit. The neatest thing about that experience was that he had the opportunity to work as a Mine Geologist and any given day you were making a quarter-of-a-million dollar worth of decisions, you're looking at safety issues, geotechnical issues and you're interacting with guys, with the average age of a miner was 50 years old and they had worked at that mine for 15 years and here he is, this young kid out of school and tasks with this direction and working with these individuals, it was a very dynamic group that we were working with, the level of responsibility just felt right, it was awesome. That job was my most rewarding experience.

Randy Griffin: Didn't have any further questions.

Art Henderson: Didn't have any further questions.

Nigel Bain: Didn't have any further questions.

Rich DeLong: Didn't have any further questions.

Josh Nordquist: Summarize your exposure and experience with the geothermal industry.

Robert Anderson: Responded with he took a number of courses when he was going through grad school at UNR, he had the opportunity to go on a field trip to look at Fly Geyser back when no one was allowed across the fence, a couple of

courses working with Jim Faulds and his work there, he's an avid hot spring guy, he's been at every one in the Great Basin and the east side of the Sierras. His master's research was in low-sulfidation gold mineralization, Miocene systems, Sandman, Sleeper, Gold Banks, Klondex, etc., and most recently one of the most informative things was when Robin Zuza from Ormat came out to the GSN chapter in Winnemucca about the industry itself, he found it eye opening, and then some case study comparisons to the hotter systems, the cooler systems, and it was a really good presentation.

Rich DeLong: Do you Commissioners have any other questions? (None) Do you have anything else to add?

Robert Anderson: Responded with it's an honor to have the opportunity to interview and to discuss before this panel, he appreciates the Commission meeting, especially given the situation as it is right now, it stresses the importance of the Division of Minerals with the regards to the business of the State of Nevada. He thanked everyone for being here today.

Richard DeLong: Stated he appreciated him interviewing today and accommodating on the change in venue, etc.

IV. DISCUSSION OF INTERVIEWS

Action Item

Rich DeLong: Stated we have three very good people, they've got some good skills, though he will say there is definitely a differential between Sean and Robby vs. Mike. It particularly came through how they responded to the questions, both Sean and Robby gave very technical answers that related to their understanding of geology, the minerals industry, whereas Mike's answers tended to be more about the processes and the Division and how the Division functions. It came through in quite a few of the answers, Mike's answers were much more, in my mind, focused on the Division and the way they function where as we asked specific questions the other two about that, they were more about technical approach.

Josh Nordquist: Agreed with Rich DeLong, because of Mike's intimate knowledge about how the Division works, I think that was obvious. It certainly felt like there was a lot of preparation, research. Mike is already mentally prepared for this interview, Robby definitely made it seem he'd done a lot of research on the industries and how the Division works, I think there's a definite distinction of level of preparation for the interview as well.

Bob Felder: I wanted to stick up for Robby and Sean in regards to their resumes and their short jobs, that's as much the nature of the industry, maybe more so than industry rather than the reflection of the individuals, he thought they explained it well. In overall Mike clearly has a huge advantage because he's been in the Division for 15 years and he's been the Deputy Administrator for eight years, he's so familiar with the process procedures, people, issues, etc. It was a tough place for Robby and Sean to compete but I agree with Josh, they did their homework, were well prepared to the extent that they could be. One of the things that came up in some of the questions were they would have to come in and completely learn the process, how the government works, what are the policies and procedures, a major consideration to terms of bringing them in, they have a huge learning curve ahead of them on how do things work. One comment on Robby he mentioned he's a technical guy and one of my questions was in business world and in government, you want to have a strong technical base understanding how to interact and work with people and build relationships, that's a big part of a government job as well and interacting with all the agencies. Long story short Mike a huge advantage.

Rich DeLong: I'll reiterate their job history, their history is not surprising and it's definitely typical for that industry.

Randy Griffin: I agree with what Rich and Josh said.

Josh Nordquist: Replied he had an observation that he wasn't aware of until hearing everyone today, it's been consistent in the past that someone has come in as a Deputy Administrator and learn the other industries that the Division handles during their time as a Deputy Administrator, is a very substantial stepping stone for someone to move into the Administrator position. It's a good observation in thinking ahead one day there will be a Deputy Administrator position that needs to be filled.

Art Henderson: Mike Visher did not apply for the position last time because he knew he wasn't ready and now he's ready, he's been the Deputy Administrator, he's worked hand in hand with Rich Perry and probably has done a lot of things that we don't know to help Rich, I would also like to go back to the meeting notes that we approved today from last time, we recommended to keep Rich DeLong as the Minerals Commission Chairman, one of the reasons is we wanted continuity of a Division that is running on all cylinders has no major problems outstanding, we also reiterated that this continuity is something we wanted to look for when we look for the new Administrator which is in the meeting notes, we also had a description for the qualifications and it says must be a graduate of an accredited college or university which all candidates have met, and have substantial experience as an Administrator, and for him only one

candidate today has experience as an Administrator and that is Mike Visher, and it says “or at least five years’ experience in exploration production or conservation of minerals” you would have to interpret those positions those gentlemen have. The continuity of the Division will also reflect on how our job is handled over the next few years, he knows from an oil and gas point of view we’re going to have to defend, explain, re-visit the hydraulic fracking regulations very soon, Mike Visher was there every step, we have given the State of Nevada and the new Administrator, whoever it is, the best hydraulic fracturing regulations in the United States. When they were approved not one person could shoot any holes into our system, so he thinks that the two gentlemen, Robby and Sean, don’t have any experience in hydraulic fracking regulations, they could get there but Mike was instrumental. One other thing he sees that was brought up by Mike Visher is what’s going to happen now, after the situation we’re in today, we’re all six-feet away from everyone in the room, he’s seen Mike Visher first hand discuss with people who have difference of opinion of us, we were at public meeting after public meeting, we had people that came to those meetings that said things that you couldn’t believe or maybe you can believe and he handled those with a very professional attitude, but he thinks one of the things that before we’re going to have to find out and he hopes we find out is that Nevada is not a province of China and he believes that Nevada has so many great potential; it’s a state in the United States that people are going to have to re-evaluate and bring back to the United States these important goals and take advantage of the resources we have in the State and he thinks Mike with his experience already had other functions not discussed today can lead us in that direction, so for me it’s clear, he’s made his decision when the time comes he’ll let you know what that decision is.

Nigel Bain: Art was pretty eloquent there; I’m in the same position, that Mike is so much more of a mature guy, understanding of the job and the intricacies of what’s involved. Robby and Sean are good people but were not leaders, not Administrators in a situation you’ve got to deal with Commissioners and the Governor and keep a workforce of a team going that are happy and content as Rich Perry has done, and how the State very much benefited from Rich’s experience. He thinks the writing is on the wall for Mr. Visher, much more skilled and leadership values, much more understanding and knowledge of how he’s got to interpret things. When he joined the Board he grilled Mike upside down the other about the calculation of mining claims and at the Board and he never lost his cool, he chuckled when Mike said he’s a good listener because that’s what he did to him, he listened and asked questions, that will serve him well with the Governor and Chief of Staff. He would second the decision.

Rich DeLong: Stated he appreciates everyone’s thoughts, and asked if there is anything else anyone wants to add?

Art Henderson: One thing he’d like to add is if we select Mike or not select Mike, let’s assume we do, he’s going to be in a very disadvantaged position for a while, while we try to fill his current position so he would like to, if we do give him this opportunity, is to volunteer him support in any way possible to help him with some of the duties he cannot fulfill. Art said he’s not going to be a very good Deputy Administrator but maybe he can help him with some other things to lessen the burden for the things he knows how to do, that’s his only concern about taking Mike is because we can’t fill his current position which is very valuable so that’s something that you and the rest of us are going to have to maybe lobby with the Governor to try and get this filled for him.

Rich DeLong: Said he would agree, if we do select Mike, he agrees with Art, we need to spend some time with the Governor’s office probably starting with Scott Gilles and just emphasize the importance of having that position filled and reiterating the fact that the position is paid by fee-based income and not by the general fund monies.

Art Henderson: Responded with there’s nothing on our agenda today that allows us to do anything but possibly you should write a letter as part of the Commission without any type of agreement here.

Rich DeLong: Replied with we could but I’d like Tony to weigh in.

Art Henderson: Stated it’s absolutely important whoever is chosen needs the full support because there’s going to be untold things that are going to happen and they’re going to have to act quickly.

Rich DeLong: Stated Mike brought up the issue about what’s going to happen the first year, there is a serious number of unknowns right now, he certainly seems to have his finger on the pulse of those as much as possible.

Josh Nordquist: Responded with its clear when it comes to knowledge of the industry that we’re working in, it’s clear that Mike has had the most exposure in all the industries that we give oversight. Operating the office, again there’s no doubt he has the experience and the knowledge to be able to do that and I think that puts him above the others as well and the foresight, of knowing what’s coming with the current issues of how to operate in this environment and the state government, state agency environment, how things work and how to get things done, that’s very important for the

Division, he said he's on the same page but he was trying to put a good thought into making sure that everything starts on an even keel.

Rich DeLong: Stated he appreciates that. Are any of the six Commissioners not ready to make a decision?

All Commissioners present and on the teleconference line are ready to make a decision.

Rich DeLong: Responded with as he said at the beginning of the meeting, at the end of this, asked Tony to correct him if he's wrong, the Chairman would entertain a motion on selecting an individual and then having the Chairman come to an agreement on salary with the individual that is selected.

Anthony Walsh: That is correct.

Rich DeLong: To the three applicants, we've had a thorough discussion, we think all of you have good technical skills but we're at a point where we're going to make a decision and the Chairman would entertain a motion.

Motion to make Mike Visher the Administrator of NDOM, and if approved, he will meet with Chairman DeLong to come to terms with his compensation was made by: Art Henderson

Seconded by: Nigel Bain

Josh Nordquist: Responded with he'd like to add if we suggest that the other two candidates, assuming things go forward, they keep an eye out for potential Deputy Administrator position in the future.

Unanimously approved

COMMENTS BY THE GENERAL PUBLIC

Sean Derby: Thanked everyone for having him, it was a privilege to be able to interview for this job and maybe he can go into the Deputy Administrator interview with a little more background.

Robert Anderson: Stated congratulations to Mike Visher.

Mike Visher: Thanked Robbie.

ADJOURNMENT

4:43pm