



CHRISTINA M. IBRAHIM

PROFILE

- Global business executive with strong combination of legal, business, and financial acumen.
- Extensive international and domestic experience as General Counsel, Chief Compliance Officer, Secretary, Board Member and Chief Operating/Administrative Officer.
- Strategic advisor to Board of Directors, CEO, Senior Executive Team and business leaders of highly regulated public and private companies.
- Extensive expertise in federal securities laws and corporate governance.
- Valued for decisive leadership, global perspective, high integrity, and unwavering ethics.

HIGHLIGHTS

- Negotiated extensively with federal and state regulators, including the SEC, DOJ, and FTC.
- Led \$1B of divestitures/acquisitions over a 2-year period.
- Implemented global legal entity reduction program resulting in 222+ entity dissolutions with a corporate saving of \$25M annually.
- Created an arbitration program that eliminated all US employment litigation.
- Managed a global team of professionals, with 12 direct reports and budget in excess of \$50 million.

PROFESSIONAL EXPERIENCE

Select Water Solutions, Inc., Houston, TX **Present**

Select Water Solutions, Inc. (NYSE:WTTR) is an integrated full life cycle water and chemical solutions company in the oil and gas industry.

SVP, General Counsel, Chief Compliance Officer & Corporate Secretary

Key member of the Executive Leadership Team responsible for legal and compliance as well as strategy and policy. Responsible for Board management, enterprise risk management, litigation, M&A, crisis management, commercial contracts, intellectual property, privacy, and cyber security.

Avalon Investment & Advisory, Houston, TX **2021 – 2023**

Avalon is an investment management and financial advice firm for individuals, families, and institutions, with assets under management of \$8+ billion.

General Counsel & Chief Administration/Operating Officer

Responsible for overseeing and managing Legal, Compliance, Financial Operations (Accounting, Finance, Treasury), Human Capital/Human Resources, Trading, Reporting, Technology, and Board Management functions. Served as Board Secretary and Management Committee member. Reported to Chief Executive Officer.

Weatherford International Plc, Houston, TX **2015 – 2020**

Weatherford International (NASDAQ: WFRD) is a global oilfield services and oilfield products manufacturing company.

Executive Vice President, General Counsel, Chief Compliance Officer & Corporate Secretary

Key member of the Executive Leadership Team responsible for strategy and policy, resulting in new organizational structure and culture. Responsible for Board management, enterprise risk management, insurance, litigation, M&A, global security, crisis management, ethics and compliance, assurance/audit, ESG, privacy, and cyber security.

Halliburton Company, Houston, TX **1997 – 2015**

Halliburton (NYSE: HAL), is one of world's largest global oilfield services and oil field product manufacturing companies.

Vice President, Corporate Secretary & Chief Commercial Counsel – Global **(2014-2015)**

Corporate secretary supporting all aspects of Board management, federal securities law, and governance. Responsible for leading all commercial lawyers globally, as well as teams handling employment, supply chain, M&A, antitrust, corporate finance and intellectual property matters.

Vice President, Corporate Secretary & Chief Commercial Counsel – Western Hemisphere	(2011 – 2014)
Senior Director, Western Hemisphere Commercial	(2009 – 2011)
Vice President, General Counsel, Corporate Secretary & Chief Commercial Counsel, WellDynamics, Inc. (Halliburton and Shell joint venture)	(2005 – 2009)
Senior Counsel, Landmark/Halliburton for Europe, Eurasia, Latin America and Canada	(2003 – 2005)
Counsel, Litigation & Employment, Halliburton Energy Services/Brown & Root	(1997 – 2003)
Wickliff & Hall, PC, Houston, TX	1995 – 1997
Attorney – Litigation	

KEY ACHIEVEMENTS

FINANCIAL

- Member of an executive team that grew EBITDA by \$900 million, in 18 months.
- Led divestitures/acquisitions of \$1 billion, over period of 2-years.
- Reduced outside counsel spend by 50%, year over year for 3 consecutive years.
- Implemented changes to benefit programs, insurance programs, and captive insurance programs, resulting in \$20 million cost savings.
- Led negotiation and project management of financial restructuring spanning 3 jurisdictions (Bermuda, Ireland, and United States), resulting in \$6 billion reduction of debt.

GOVERNANCE/REGULATORY

- Led restructuring of boards, resulting in both gender and ethnic diversity.
- Implemented best practices resulting in a positive shareholder vote.
- Successfully resolved shareholder proposals.
- Oversaw board and committee management, including preparation of materials.
- Created a board assessment process that improved engagement and effectiveness.
- Advised fellow board members through activist campaign, with successful outcome.
- Expanded board education, board strategy sessions, and board training.
- Oversaw compliance with key rules and regulations, including NYSE and SEC filings.
- Led early resolution of SEC investigation and related shareholder class action and derivative litigation concerning historical financial statements.
- Led early conclusion of FCPA and economic sanctions investigation.
- Established company domicile and tax residency in Bermuda, Switzerland, Ireland, and the United States.

LEGAL/ENTERPRISE RISK/COMPLIANCE

- Scaled diverse legal and compliance departments to support business operations in 80+ countries.
- Led enhancement of Compliance department and program.
- Established Enterprise Risk Management program that improved management decision making and board oversight.
- Negotiated material contracts and oversaw vendor management.
- Oversaw all strategic and complex transactions including mergers, acquisitions, and divestitures.
- Advised senior leadership and Board on legal and regulatory issues, including securities compliance, corporate governance, antitrust, mergers and acquisitions, contracts, corporate finance, tax, fund governance and administration, privacy, cyber security, employment, intellectual property, and SEC and FINRA examinations.

BUSINESS OPERATIONS/SYSTEM INITIATIVES

- Supported the consolidation of global manufacturing facilities from 54 to 24 locations.

- Reduced total legal entities by 222 over a 3-year period, resulting in approximately \$25 million in savings.
- Instituted “Continuous Improvement” plan for legal and business operations, resulting in reduced cost by 20% and enhanced optimization of technology.
- Implemented a legal management matter system resulting in administrative efficiency and reduction of outside counsel spend.
- Implemented a communication plan that tailored complicated messages in an understandable manner to a wide variety of constituents.

BOARD EXPERIENCE

PDC Energy, Inc., Denver, CO

2018 – 2021

PDC Energy (NASDAQ: PDCE) is an exploration and production company focused on value-added organic growth through active horizontal drilling programs and bolt-on acquisitions in its core areas. PDC’s operations include production, development, exploration and marketing of crude oil, natural gas and natural gas liquids (“NGLs”).

Director, Nominating Governance Committee Chair

EDUCATION

Thurgood Marshall School of Law, Houston, TX: Juris Doctor, magna cum laude

- Articles Editor, Law Review

Virginia Tech, Blacksburg, VA: Bachelor of Science, Business Management and Finance, Dean’s Honors List

RECOGNITION

Attorney Intel publication: Top 50 Attorneys of Texas, 2022

The Texas Lawbook and Association of Corporate Counsel’s Houston Chapter: General Counsel of the Year, Large Legal Department, 2020

Texas Lawyer: GC Impact Honoree, 2019

Modern Counsel: Featured, 2019

Houston Business Journal: Women Who Mean Business Award, 2018

Corporate Governance National Conference: Chair, 2018

Texas Lawyer: Legal Department of the Year, Corporate Compliance, 2017

Houston Women’s Chamber of Commerce: Breakout Woman Award, 2016

Houston Business Journal: Women in Energy Leadership Award, 2015

Oil & Gas Diversity Counsel: Influential Woman Leader Award, 2014

Corporate Counsel 100: Top In-House Lawyers in the United States, 2013

AFFILIATIONS

Women Corporate Directors

National Association of Corporate Directors

Texas General Counsel Forum

Society for Corporate Governance

Society of Corporate Compliance and Ethics

100 Women in Finance

Women’s Energy Network

American Petroleum Institute – General Counsel Group