

# Baytex Energy Corp. Officers

## **Raymond T. Chan, CA, Executive Chairman**

Mr. Chan was appointed Executive Chairman of Baytex on January 1, 2009. He originally joined Baytex in October 1998 and has held the following positions: Senior Vice President and Chief Financial Officer (October 1998 to August 2003); President (September 2003 to November 2007); and Chief Executive Officer (September 2003 to December 2008). Mr. Chan has been a director of Baytex since October 1998. Mr. Chan has held senior executive positions in the Canadian oil and gas industry since 1982, including chief financial officer titles at Tarragon Oil and Gas Limited, American Eagle Petroleum Ltd. and Gane Energy Corporation. Mr. Chan holds a Bachelor of Commerce degree and is a chartered accountant.

## **Anthony W. Marino, President and Chief Executive Officer**

Mr. Marino was appointed President, Chief Executive Officer and director of Baytex on January 1, 2009. Mr. Marino joined Baytex in November 2004 as Chief Operating Officer and was promoted to President and Chief Operating Officer in November 2007. Prior to joining Baytex, Mr. Marino was President and Chief Executive Officer of Dominion Exploration Canada Ltd. (a subsidiary of Dominion Resources Inc.). Mr. Marino's earlier experience includes managing the Jonah/Pinedale asset area for AEC Oil and Gas (USA) Inc., operations and business development management for Santa Fe Snyder Corp. and several technical and management positions with Atlantic Richfield Company. He is a registered professional engineer and a Chartered Financial Analyst, and has over 25 years of experience in the North American oil and gas industry. Mr. Marino has a Bachelor of Science degree with Highest Distinction in Petroleum Engineering from the University of Kansas and a Masters of Business Administration degree from California State University at Bakersfield. He is currently a member of the Board of Governors for the Canadian Association of Petroleum Producers and was previously a member of the Board of Directors for the Independent Petroleum Association of Mountain States in the U.S.

## **W. Derek Aylesworth, CA, Chief Financial Officer**

Mr. Aylesworth joined Baytex as Chief Financial Officer in November 2005, and is responsible for Baytex's capital markets, financial reporting and compliance, financial risk management, tax and treasury functions. Prior to joining Baytex, Mr. Aylesworth held the position of Commercial Manager of the Ecuador Region business unit at EnCana Corporation. Prior thereto, he was the Division Vice President for the International New Ventures Exploration business unit of the same company. Mr. Aylesworth has over 20 years of experience in the Canadian oil and gas industry. Mr. Aylesworth holds a Bachelor of Commerce degree and is a chartered accountant with expertise in taxation and has experience as a tax advisor in both the oil and gas industry and public practice in Calgary.

## **Marty L. Proctor, Chief Operating Officer**

Marty Proctor joined Baytex as Chief Operating Officer on January 14, 2009. Mr. Proctor has over 25 years of experience in the Canadian and international oil and gas industries, with particular emphasis in heavy oil operations. Prior to joining Baytex, he was Senior Vice President responsible for upstream operations for StatoilHydro Canada. Prior to that, Mr. Proctor was Senior Vice President of North American Oil Sands Corporation and Vice President of Murphy Oil Company. Earlier in his career, he held technical and management positions with Maxx Petroleum, Central Resources (USA), BP Resources Canada and Husky Oil. Mr. Proctor earned both Bachelor and Master of Science degrees in Petroleum Engineering from the University of Alberta, where his research focused on thermal oil recovery. He began his career in the oil and gas business working as a roughneck on drilling rigs in Alberta, British Columbia, and northern Canada. Mr. Proctor is a practicing member of the Association of Professional Engineers, Geologists, and Geophysicists of Alberta (APEGGA), and is a member of the Canadian Heavy Oil Association (CHOA) and the Society of Petroleum Engineers (SPE).

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## **Dan G. Anderson, Vice President, U.S. Business Unit**

Mr. Anderson joined Baytex on September 14, 2011 as Vice President, U.S. Business Unit. In this role he is also President of Baytex's wholly-owned subsidiary, Baytex Energy USA Ltd., which is based in Denver, Colorado. Mr. Anderson has over 25 years of experience in the upstream and mid-stream energy industry in the U.S. He was formerly Vice President of Rocky Mountain and Mid-Continent Production with Berry Petroleum Company. Mr. Anderson previously held a variety of technical and management positions with Williams, Barrett Resources, Santa Fe Snyder and Conoco. His work has involved both operating and business development activities in the Williston Basin, U.S. Rockies, Mid-Continent and Gulf Coast regions. Mr. Anderson received a Bachelor of Science degree in Petroleum Engineering from the Colorado School of Mines and is a practicing member of the Society of Petroleum Engineers (SPE).

## **Kendall D. Arthur, Vice President, Saskatchewan Business Unit**

Mr. Arthur was appointed Vice President, Saskatchewan Business Unit on January 4, 2012. Mr. Arthur has over 10 years experience in the Canadian oil and gas industry. He joined Baytex Energy in 2006 as a Production Engineer and Asset Team Leader in the Heavy Oil Business Unit. Mr. Arthur later took on the dual role of Exploitation and Production Engineer in the same group while continuing to lead the asset team. Prior to joining Baytex, he held various technical production, completions and operations roles with Husky Energy. Mr. Arthur received a Bachelor of Science degree in Mechanical Engineering from the University of Saskatchewan and is a practicing member of the Association of Professional Engineers, Geologists and Geophysicists of Alberta.

## **Steve Brownridge, Vice President, Exploration**

Mr. Brownridge was appointed Vice President, Exploration on January 5, 2010. Mr. Brownridge has over 20 years experience in the Canadian oil and gas industry. He joined Baytex Energy in 1997 and held the position of Manager of the Heavy Oil Business Unit from September 2003 to December 2006 and Vice President, Heavy Oil from December 2006 to January 2010. Prior to joining Baytex, Mr. Brownridge held technical positions with Koch Exploration Canada Corporation and Rigel Oil and Gas Ltd. Mr. Brownridge holds a Bachelor of Science degree with Honours in Geology from the University of Manitoba, and a Master of Science Degree in Geology obtained jointly from the University of Alberta and Louisiana State University.

## **Geoffrey J. Darcy, Vice President, Marketing**

Mr. Darcy joined Baytex as Vice President, Marketing on September 5, 2011. Prior to that, he was Director of North American Physical Crude Oil Trading for Barclays Bank. Mr. Darcy has over 25 years experience in marketing, trading and crude oil supply in both Canada and the U.S. He was formerly Vice President of North American Crude Oil Marketing with Nexen Inc., and worked in crude oil supply for United Refining Company and Petro-Canada earlier in his career. In his new role with Baytex, Mr. Darcy will lead our efforts to maximize the value of our products and to manage our risk exposures. Mr. Darcy has a Bachelor of Commerce degree with Honours in Economics with Distinction from Concordia University and a Master of Business Administration from the University of Calgary.

# Baytex Energy Corp. Officers

## **Murray J. Desrosiers, Vice President, General Counsel & Corporate Secretary**

Mr. Desrosiers was appointed Vice President, General Counsel and Corporate Secretary on May 20, 2009. Mr. Desrosiers is a corporate lawyer with over 15 years of experience advising energy companies in the areas of corporate finance, mergers and acquisitions, corporate governance and securities compliance matters. He joined Baytex in July 2008 and held the position of General Counsel from August 2008 to May 2009. Prior to joining Baytex, he held senior legal positions with PrimeWest Energy Inc. (the operating company of PrimeWest Energy Trust), Shiningbank Energy Ltd. (the operating company of Shiningbank Energy Income Fund), Enbridge Inc. and Enbridge Management Services Inc. (the manager of Enbridge Income Fund). Mr. Desrosiers holds a Bachelor of Laws from the University of Alberta and a Bachelor of Commerce (Finance) from the University of Calgary and is a member of the Law Society of Alberta.

## **Brian G. Ector, Vice President, Investor Relations**

Mr. Ector was appointed Vice President, Investor Relations on June 20, 2011 and is responsible for all of Baytex's investor relations functions. He joined Baytex in November 2009 and held the position of Director of Investor Relations from November 2009 to June 2011. Prior to joining Baytex, Mr. Ector spent 15 years as a sell-side research analyst covering both energy trusts and exploration and production corporations. He spent the last seven years with Scotia Capital where he was consistently ranked as one of the top rated analysts in Canada. Mr. Ector received a Bachelor of Commerce with a concentration in finance from the University of Calgary and received his CFA designation in 1996. He is a member of CIRI, NIRI, the CFA Institute and the Calgary CFA Society.

## **Michael S. Kaluza, Vice President, Corporate Development & Planning**

Mr. Kaluza joined Baytex Energy as Vice President, Planning on June 20, 2011 and was appointed Vice President, Corporate Development & Planning on January 31, 2012. He has over 25 years of experience in the North American and international oil and gas industry. Prior to joining Baytex, he was Chief Operating Officer of Delphi Energy Corp. Prior to that, Mr. Kaluza held a variety of technical and management positions with Dominion Exploration and Production Inc. and Phillips Petroleum Company. Mr. Kaluza brings strong operational, engineering and project evaluation skills which will be valuable in developing our long range growth plans. Mr. Kaluza received a Bachelor of Science degree with Honours in Petroleum Engineering from Montana Tech of The University of Montana.

## **Brett J. McDonald, Vice President, Land**

Mr. McDonald was appointed Vice President, Land on December 1, 2006. Mr. McDonald has over 25 years of experience in the Canadian oil and gas industry. He joined Baytex in 2000 and held the position of General Manager of Land from September 2003 to December 2006. Prior to joining Baytex, Mr. McDonald held senior land negotiating positions with Newport Petroleum Corporation, Stampeder Exploration Ltd., and Murphy Oil Company Ltd.. Mr. McDonald is a member of the Canadian Association of Petroleum Landmen.

# Baytex Energy Corp. Officers

## **Timothy R. Morris, CPL, Vice President, U.S. Business Development**

Mr. Morris joined Baytex as Managing Director, U.S. Business Development in April 2007 and was appointed Vice President, U.S. Business Development on November 12, 2007. Prior to joining Baytex, Mr. Morris was Vice President, Land and Administration of Berco Resources, LLC since 2000. Mr. Morris has over 31 years of experience in the United States oil and gas industry. Prior to working with Berco, he held senior management positions with Santa Fe Snyder Corporation, Snyder Oil Corporation, Petroleum, Inc. and Sohio Petroleum Corp. He received a Bachelor of Science degree with an area of emphasis in Minerals Land Management from the University of Colorado and is a Certified Professional Landman. He is an active member of the Independent Petroleum Association of Mountain States, Denver Association of Petroleum Landmen and the American Association of Professional Landmen.

## **Richard P. Ramsay, Vice President, Alberta / B.C. Business Unit**

Mr. Ramsay was appointed Vice President, Alberta / B.C. Business Unit on January 4, 2012. He originally joined Baytex as Vice President, Heavy Oil on January 5, 2010. Mr. Ramsay has over 20 years of experience in the Canadian oil and gas industry and was formerly Chief Operating Officer of TAQA North Ltd. He previously held a variety of technical and management positions with Northrock Resources Ltd., Fletcher Challenge Energy Canada Inc., Amoco Canada Petroleum Ltd. and Dome Petroleum Ltd. Mr. Ramsay has a Bachelor of Science degree with Distinction in Mechanical Engineering from the University of Saskatchewan and is a practicing member of the Association of Professional Engineers, Geologists, and Geophysicists of Alberta.