

Eric S. Anderson, Ph.D., P.G.

PRESIDENT

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Education & Certifications

- Ph.D. Soil Science, North Carolina State University
- M.S. Forestry, Stephen F. Austin State University
- B.S. Environmental Science, Stephen F. Austin State University
- GIScience Certification, North Carolina State University
- Texas Board of Professional Geoscientist (P.G.) - Soil Science

Areas of Expertise

- Wetland Mitigation Bank Establishment
- Wetland Delineation and Functional Assessment
- Mitigation Planning and Implementation
- Individual and Nationwide Permits - U.S. Army Corps of Engineers
- Land Reclamation and Sustainable Management
- GIS and Remote Sensing
- Erosion Control and Slope Stabilization
- Soil Chemical and Physical Analysis
- Geomorphological Evaluations
- Manages mitigation banking properties to meet customers' goals and business plans
- Ensures mitigation credits are cost-effective and timely
- Maintains mitigation bank credit ledger in accordance with USACE protocols
- Works closely with local, state and federal regulators to ensure compliance
- Serves on the Sabine River Authority Expert Science Team - Ecological Flows
- Enforces safety policies to ensure employee safety awareness
- Project Manager of North American Coal - Sabine Mine Rusk EIS
- Directed the Texas Mining and Reclamation Association Regional EIS
- Ensured environmental compliance at 70,000-acre surface mine operation

Eric Anderson is President of Mitigation Resources of North America (MRNA), a wholly-owned subsidiary of North American Coal. He has more than 20 years of management and technical experience in Waters of the U.S. identification, functional assessment, permitting and restoration services. He spent time as a research scientist focused on carbon sequestration in wetland ecosystems, along with serving as Environmental Specialist and Environmental Manager at North American Coal - Sabine Mine. Over the past 15 years, he has worked with U.S. Army Corps of Engineers (USACE) across the south to ensure environmental management and compliance. He is currently leading a team to develop the Yockanookany Mitigation Bank in Attala County, MS (USACE - Vicksburg District) and another to develop a Northern Long-eared Bat Conservation Bank in Walker County, AL.

He was Project Manager for the North American Coal - Sabine Mine Rusk Environmental Impact Statement (EIS), which was successfully completed in 2011. In 2012, he led the Texas Mining and Reclamation Association (TMRA) team that worked closely with the USACE - Ft. Worth District to develop a temporary Letter of Permission (LOP-3) to address the expiration of Nationwide Permit 21.

Eric was Director of the Regional EIS for Surface Coal and Lignite Mining in Texas for TMRA. The project addressed impacts to Waters of the U.S. for surface mine operations throughout the Texas coal belt and provided a NEPA-compliant tier-based approach to determine the permitting mechanisms required to authorize impacts of Waters of the U.S. for surface mine operators.

During his years in the surface mining industry, he has gained vast experience in restoring streams and wetlands in post-mine reclamation, designing and implementing mitigation strategies that have resulted in function lift of streams and wetlands. He serves as a member of the Sabine River Authority's Expert Science Team - Ecological Flows and has valuable experience in understanding functional flux in forested wetlands.

Outside of the mine industry, Eric is very active in his local community. He is a longtime member of First United Methodist Church of Hallsville, is a Master Mason and is a former city alderman of Hallsville, TX.

Leland T. Starks

ENVIRONMENTAL MANAGER

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Education & Certifications

- B.S. Environmental Science, Stephen F. Austin State University
- A.S. General Studies, Tyler Junior College
- MSHA Surface Certified
- MSHA Methane Detection/Oxygen Deficient Certified
- MSHA Certified Instructor

Areas of Expertise

- Wetland Delineation and Functional Assessment
- Mitigation Planning and Implementation
- Wetland Mitigation Bank Establishment
- Individual, Nationwide and Regional General Permits - U.S. Army Corps of Engineers
- Land Reclamation and Sustainable Management
- Geographic Information Systems and Remote Sensing
- Erosion Control and Slope Stabilization
- Soil Chemical and Physical Analysis
- Geomorphological Evaluations
- Threatened and Endangered Species
- Project Management and Development
- Manages mitigation banking properties to meet customers' goals and business plans
- Ensures mitigation credits are cost-effective and timely
- Maintains mitigation bank credit ledger in accordance with USACE protocols
- Enforces safety policies to ensure employee safety awareness
- Coordinates property assessment and acquisition for development of mitigation projects
- Manages customer permitting, land negotiations and legal proceedings
- Ensures reclamation goals and soil-handling compliance
- Engineers future permit planning
- Coordinates state and federal regulatory reporting and compliance
- Manages archeology surveys and reporting
- Oversees hazardous, non-hazardous and universal waste storage and disposal

Leland Starks is Environmental Manager of Mitigation Resources of North America (MRNA), a wholly-owned subsidiary of North American Coal. He has more than 10 years of management and technical experience in Waters of the U.S. identification, functional assessment, permitting and restoration services. He has been involved in U.S. Army Corps of Engineers (USACE) Environmental Impact Statements, Individual Permits, Letters of Permission (LOP-3) and Nationwide Permit 27.

Over the past decade, Leland has worked on various new mine projects for North American Coal. He assisted in the mine permitting and development of Sabine Mine's Rusk Permit, which included an Environmental Impact Statement and a USACE Individual Permit. He then permitted North American's new Marshall Mine for the activated carbon market. There he led the effort for a USACE LOP-3 for the life-of-mine wetland and stream impacts.

In 2013, he opened North American Coal's Eagle Pass Mine in Eagle Pass, TX, where he obtained and implemented all necessary permits for new mine development to include a USACE Individual Permit. The initial development included all infrastructure, a 15,000-foot rail loop, a coal handling facility and pond construction. Once in full operation, Leland was responsible for all new mine area development and permitting. Through his tenure at the Eagle Pass Mine, he managed several \$2-3 million earth work contracts and was also involved with many contested permits and administrative and civil hearings. He has also participated in hearings as a fact witness.

In 2017, Leland came to work for MRNA, where he is overseeing the development and opening of the Yockanookany Mitigation Bank in Mississippi.

Leland has been involved with many work groups and committees important to mining, including the Texas Mining and Reclamation Association, where he served as its Environmental Committee Chair. He assisted with the US-ACE Regional EIS for mining in Texas and he led the work group that coordinated with the Texas Parks and Wildlife Department and the Railroad Commission of Texas to develop a bobwhite quail habitat for post-mine land use.

Bryan Mattison

SITE COORDINATOR

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MITIGATION RESOURCES
OF NORTH AMERICA

Education & Certifications

- B.S. Environmental Geosciences, Mississippi State University
- Geospatial and Remote Sensing Technologies Certificate, Mississippi State University

Areas of Expertise

- Individual, Nationwide and Regional General Permits - U.S. Army Corps of Engineers
- Mitigation Planning and Implementation
- Land Reclamation and Sustainable Management
- Wildlife and Fisheries Management
- Remote Asset Management Systems
- Geographic Information Systems and Remote Sensing
- Ground Water and Surface Water Management
- Erosion Control and Slope Stabilization
- Soil Chemical and Physical Analysis
- Works closely with local, state and federal regulators to ensure compliance
- Coordinates property assessment and acquisition for development of mitigation projects
- Enforces safety policies to ensure employee safety awareness
- Ensures reclamation goals and soil-handling compliance
- Manages future permit planning
- Coordinates state and federal regulatory reporting and compliance
- Assists archeology surveys and reporting to MDAH
- Oversees hazardous, non-hazardous and universal waste storage and disposal

Bryan Mattison is Site Coordinator of Mitigation Resources of North America (MRNA), a wholly-owned subsidiary of North American Coal. He has more than 15 years of management and technical experience, including ground and surface water management, permitting and restoration services. He has been involved in U.S. Army Corps of Engineers (USACE) Environmental Impact Statements, Individual Permits, NPDES Permits and Nationwide Permits.

Over the past 15 years, Bryan has worked within a number of departments at North American Coal, including operations, engineering, project management and environmental. He implemented several wildlife and fisheries practices, enhancing the quality of white-tail deer and largemouth bass populations and directing a robust bobwhite quail restoration project in central Mississippi. He assisted in several mine permitting renewals and applications for numerous permits. In 2009, Bryan combined his experience in surface and ground water management with technology to spearhead the development of a remote water management system that monitors and controls many critical water management processes in central Mississippi. Bryan currently oversees the development and implementation of the Yockanookany Mitigation Bank in Mississippi. He also helps develop a number of stream and wetland mitigation projects and threatened and endangered species mitigation projects throughout the southern U.S.

Bryan enjoys serving as a volunteer in his community and is a longtime member of Friendship Baptist Church in Sturgis, MS. Since 2010, he has served on the board of his local rural water association. Bryan is passionate about wildlife management, dedicating much of his time to creating and maintaining waterfowl and wildlife habitat on properties throughout Mississippi.



Drew Haley

OPERATIONS COORDINATOR

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Education & Certifications

- MBA (expected graduation Summer 2019), The University of Alabama at Birmingham
- B.S. Science in Geology, The University of Alabama
- B.A. History, The University of Alabama
- State of Alabama Surface Coal Mining Certificate of Competency
- Federal Safety Certification
- Federal Impoundment Inspection Certification

Areas of Expertise

- Obtaining Local, State and Federal Permits
- Mitigation Planning and Implementation
- Erosion Control and Slope Stabilization
- Soil Chemical and Physical Analysis
- Land Reclamation and Sustainable Management
- Ground Water and Surface Water Management
- Project Management and Development
- Develops and implements environmental strategies and plans
- Works closely with landowners on various projects to ensure solid long-term relationships
- Manages threatened and endangered species
- Enforces safety policies to ensure employee safety awareness
- Manages future permit planning
- Coordinates state and federal regulatory reporting and compliance
- Oversees hazardous, non-hazardous and universal waste storage and disposal
- Manages various reclamation projects, including grade work, vegetation, tree planting and stream construction – from bidding to project completion
- Ensures environmental compliance of surface mining permits
- Manages permit mine operations with the ASMC, ADEM and U.S. Army Corps of Engineers
- Works closely with local, state and federal regulators to ensure compliance

Drew Haley is Operations Coordinator of Mitigation Resources of North America (MRNA), a wholly-owned subsidiary of North American Coal. He has more than 15 years of management and technical experience in ground and surface water management, permitting, drilling and restoration services. He has been involved in U.S. Army Corps of Engineers (USACE) Environmental Impact Statements, Individual Permits, NPDES Permits and Nationwide Permits 21 and 49.

Drew has worked in almost every aspect of the mining process, including exploration, permitting, equipment operations and reclamation. Drew started as an Environmental Specialist for North American in 2012 at its Alabama operations. There, he was responsible for 17 Nationwide 21 Permits, one Nationwide 49 Permit and two Individual Permits, along with nearly 20 State Permits. Drew has supervised reclamation crews, drill crews and contractors, and has assisted in \$5 million of reclamation bond releases in the past two years. He has overseen several on-site mitigation projects, including approximately 6,600 feet of stream reconstruction and planting and maintaining more than 140,000 trees. Drew has been responsible for surface water management, which includes the construction and maintenance of more than 130 sediment basins. He has overseen several haul-road, sediment-basin and coal-yard construction projects.

Outside of the mining industry, Drew loves fishing and hunting. He is a member of the Alabama Reclamation Association.