



## EXECUTIVE QUALIFICATIONS

Hazen's executives handle the administrative functions of the company, and also serve as senior project managers, technical advisors, and mentors.

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**Nick Hazen**

President

*Education:*

BS Chemical Engineering, University of Colorado.

*Experience/Specialties:*

38 years; chemical engineering, hydrometallurgy, treatment of industrial wastes, process design and process economics; management of research and development projects and organizations; base and precious metals, rare earth elements, industrial minerals, pressure oxidation, solvent extraction.

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**Larry May**

Sr. Vice President

*Education:*

MBA University of Colorado; BS Chemical and Petroleum Refining Engineering, Colorado School of Mines.

*Experience/Specialties:*

29 years; process development of ores, marketable process byproducts and industrial wastes using thermal treatment technologies; management of research and development projects.

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**Marylou Garscin**

Secretary/Treasurer

*Education:*

MS Management, Regis University; BS Accounting, Metropolitan State University.

*Experience/Specialties:*

40 years; corporate finance executive, ESOP administrator, risk manager.