

## 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

BS Chemical Engineering, University of Colorado

40 years at Hazen Research: President from 1994 to present. Leader on a variety of chemical and metallurgical projects. Played a pivotal role in developing several key processes in extractive metallurgy, at least seven of which have been taken from R&D through piloting to full-scale, effective commercial production. Three years as analyst and metallurgical lab director at Alumet Company. Thirty-six US patents, Taggart Award (SME) 2008, Futers Gold Medal (IOM3) 2012, Richards Award (AIME-SME) 2013, inducted into the National Academy of Engineering, 2021.

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**LAWRENCE MAY**  
Sr. Vice President

BS Chemical Engineering and Petroleum Refining, Colorado School of Mines (1985) MBA, University of Colorado (1994)

35 years at Hazen Research: Senior Vice President since January 2016; Vice President from 2007 - 2016. Primary area of expertise is developing thermal processes for the Chemical, Environmental, Mineral, and Advanced Material industries. Served 24 years as an Engineer and Logistics Officer in the United States Army Reserve. Retired at the rank of Lieutenant Colonel in 2009.

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**BRUCE KUENZI**  
Chief Financial Officer

BS Accounting, Kansas State University (1994), MS Accounting, Kansas State University (1996), Certified Public Accountant, Colorado (1998)

6 years at Hazen Research: Chief Financial Officer since October 2020; Corporate Controller from 2016 to 2020. Prior to Hazen Research: Director of Finance at Penford Corporation from 2003 to 2015, managing accounting, finance, and SEC reporting; Division Controller at Titanium Metals Corporation from 2001 to 2003; and various other accounting and finance roles earlier in career.