

Bethany Niec, P.E.

Senior Manager - Environmental



Bethany (Beth) Niec is the Senior Manager in the Minerals Environmental Department with The Mosaic Company. In her current position, Beth oversees regulatory and environmental permit compliance for Mosaic's Central Florida mining operations. She also engages with public organizations and stakeholders to ensure continued community awareness of Mosaic's environmental stewardship.

Prior to joining the Environmental Department in 2019, Beth was the Senior Manager in the Mine Permitting Department where she gained experience working with federal, state and local agencies to secure permits for Mosaic's Phosphate mines (current and future) in Hillsborough, Polk, Hardee, Manatee and DeSoto counties. Prior to her promotion as the Senior Manager in Mine Permitting in March 2015, Beth was a Senior Permitting Engineer focusing mostly on Mosaic's South Fort Meade Mine and the future Ona Mine.

Before joining Mosaic in 2007, Beth was an Environmental Engineering Manager for Alcoa at several different locations including the Plant City, FL operations.

Beth has a Bachelor of Science degree in Environmental Engineering from Michigan Technological University (MTU) located in Houghton, MI. She is currently a member of the External Advisory Board for the Chemical Engineering Department at MTU.

Beth is a registered Professional Engineer in the State of Florida.

The Mosaic Company is one of the world's leading producers of phosphate and potash crop nutrients for the global agriculture industry.



WHAT
WE
DO

At Mosaic, our mission is to help the world grow the food it needs. Farmers around the world depend on our phosphates to nourish their crops – and to maximize the food they can grow on every acre of the globe's precious and limited farmland.

"We help the world grow the food it needs."



Bethany R. Niec, P.E.

Senior Manager – Environmental
Mosaic Fertilizer, LLC
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Lithia, FL 33547
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SUMMARY

Licensed Professional Engineer in the State of Florida
Twelve (12) years of experience in Mine Permitting
Eight (8) years of experience in Environmental, Health and Safety (EHS)

EXPERIENCE

Mosaic Fertilizer, LLC – Lithia, FL

Senior Manager – Environmental – Minerals (06/19 – Present)

- Oversee regulatory and environmental permit compliance for Mosaic's Central Florida Mining Operations
- Engage with public organizations and stakeholders to ensure continued community awareness of Mosaic's environmental stewardship

Senior Manager – Mine Permitting (03/15 – 06/19)

Senior Permitting Engineer (05/07 – 03/15)

- Prepare and submit permit applications/modifications/renewals and annual reports for continuance of mining activities in Hillsborough, Polk, Hardee, Manatee and DeSoto Counties including:
 - FDEP Environmental Resource Permits (ERP) and Conceptual Reclamation Plans (CRP)
 - USACE Dredge and Fill Permits
 - Development of Regional Impact (DRI)
 - County Operating Permits/Master Mine and Reclamation Plans (MMRP)/Mining Major Special Exception (MMSE)
 - Zoning and Comprehensive Plan Amendments
- Coordinate with consultants, outside counsel and departments within Mosaic to obtain permits with acceptable conditions for the company and to ensure permit compliance
- Communicate with applicable agencies and various organizations regarding current and future permitting activities

Alcoa Extrusions, Inc. – Morris, IL and Plant City, FL

Environmental Engineering Manager (06/00 – 05/07)

- Responsible for environmental compliance at the facilities listed above as well as several other facilities including Tifton, GA, Lafayette, IN, Louisville, KY and Keystone Heights, FL
- Worked closely with fellow team members to implement & sustain an effective Environmental Management System (Received ISO 14001 certification at Lafayette, IN Alcoa Facility – August 2002)
- Reviewed state and federal environmental regulations to determine applicability and ensure compliance
- Prepared and implemented various procedures and plans

Bethany R. Niec, P.E.

Alcoa Extrusions, Inc. Environmental Engineering Manager – Continued

- Prepared required monthly and annual reports
- Prepared permit renewal/modification applications
- Supervised waste water operators and responsible for operation of facility's onsite waste water treatment facility
- Obtained Wastewater Treatment Plant Operator License in Illinois (K License)
- Responsible for water chemistry of aluminum casting contact cooling water system, RO water quality, and other process water systems
- Obtained necessary training certification such as visible emissions observation and 24-Hour HazWOPER
- Prepared and conducted required EHS training
- Prepared shipping documents for hazardous material/waste shipments
- Implemented water and waste minimization opportunities
- Conducted onsite research of chemical free water treatment systems
- Maintained Material Safety Data Sheets (MSDS) database
- Involved in safety programs such as Ergonomics, Confined Space, Machine Guarding and Lock, Tag, Verify
- Responsible for facility's asbestos and refractory management program
- Conducted Industrial Hygiene sampling for noise and chemical monitoring

Marathon Oil Company (MOC), Tyler, TX

Environmental Engineering 6-Month Co-op (3/99-9/99)

- Prepared and submitted air quality permit applications to state environmental agencies (Texas and Louisiana)
- Designed and implemented a SWPPP
- Retrieved soil samples
- Presented Waste Management reports at monthly safety meetings

Alcoa Engineered Products (AEP), Massena, NY

Environmental Engineering Intern (Summer 1998)

- Prepared a Release, Prevention, Control, and Countermeasure Plan (RPCC)
- Updated & designed various plant drawings using AutoCAD lt.
- Attended HazWOPER training classes

Alcoa Engineered Products (AEP), Massena, NY

Student (Summer 1996)

- Operated various types of metal working equipment
- Worked closely with fellow employees to meet daily production requirements
- Attended weekly safety meetings

PROFESSIONAL Licensed Professional Engineer in the State of Florida (License # 68437)
Mine Safety and Health Administration (MSHA) Certified

EDUCATION Bachelor of Science in Environmental Engineering
Michigan Technological University (MTU), Houghton, MI
Date of Graduation: May 2000, EIT Certification

Scott A. Lehr
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Brandon, FL 33511
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Work email: scott.lehr@mosaicco.com
Personal email: slehr59@gmail.com

Education

Bachelor's Degree - Geography, University of South Florida, 1989.

Attended Ohio State University; major area of study - Engineering. Course work included statistics, organic chemistry, earth sciences, and conservation.

Summary of Professional Experience

10 years of direct phosphate plant and mining environmental management experience that includes permitting, regulatory correspondence, emergency response, contractor management and personnel management. Work collaboratively with plant and mining operations, reclamation, geo-tech, hydrologists, permitting engineers, land management, legal and public affairs to manage environmental compliance and maintain good working relationships with regulatory agencies, stake holders, special interest groups and neighboring residents and businesses.

20 years of experience in environmental management including; preparation of cost estimates and proposals; client relations, cost tracking, forecasting and budget control, schedule tracking, permitting, regulatory compliance, health and safety compliance, emergency response management, resource management, subcontractor management and preparation and review of project closeout documentation.

25 years of experience in environmental field services including; ground water data acquisition, ground and surface water sampling, soil sampling, air sampling, field mapping, remediation construction oversight, soil and UST removal and installation oversight and operation and maintenance of remediation systems.

Work History

Mosaic Fertilizer, LLC, Lithia, Florida

September 2011 to Present

Sr. Manager, Environmental Compliance

September 2020 to Present

As Senior Manager, Environmental Compliance, responsibilities included the management of a group of environmental professionals with expertise in the areas of Waste Management, NPDES permitting, Air permitting, Water Use permitting and overall management of special projects that involved compliance with various air, waste and water permits, regulatory rules, Development Orders, Consent Orders, Consent Decrees and other legal settlement agreements. Routine engagement with regulatory agency officials to discuss permitting activities and compliance obligations for Mosaic's North American Business Unit including operations in Florida, Louisiana, New Mexico and Saskatchewan, Canada. The compliance team also worked frequently and closely with Mosaic engineering and operations teams at the various mining and chemical facilities to obtain permits to improve production, reliability and maintenance costs.

***Sr. Manager, Environmental
Ma'aden Wa'ad Al Shamal Joint Venture, KSA***

July 2018 to September 2020

As Environmental Manager for the Mosaic/Ma'aden Wa'ad Al Shamal Phosphate Joint Venture in the Kingdom of Saudi Arabia, responsibilities included the overall environmental compliance of the project and plant which consisted of Mining, Beneficiation, three Sulfuric Acid plants, three Phosphoric Acid trains, and a Phosphogypsum Stack System.

Sr. Manager, Minerals Environmental

January 2018 to July 2018

As Manager of Environmental for Mining facilities in Central Florida, responsibilities include the overall environmental compliance at Mosaic's four active mines (South Pasture, South Fort Meade, Four Corners and Wingate) and idle and legacy mining facilities (Hooker's Prairie, Fort Green, Lonesome, Payne Creek and Fort Meade), as well as the Integrated Water Use Permit (IWUP) and other various WUPs. Work closely with operations, senior leadership, legal and government affairs personnel to ensure environmental compliance in accordance with various facility permits and regulatory rules. Manage a team of environmental professionals that oversee the day to day environmental compliance tasks at each mining facility. Supervise and review the preparation and submittal of NPDES, Air and Water Use permit renewals and modifications as needed to conform to regulatory requirements. Routinely meet and correspond with regulatory agencies to negotiate proposed changes and modifications to various permits to improve overall efficiency and environmental performance and conditions.

Manager, EHS Regulatory & Compliance

July 2016 to December 2017

As EHS Manager of Regulatory & Compliance, responsibilities included the management of a group of environmental professionals with expertise in the areas of Waste Management, NPDES permitting, Air permitting, Water Use permitting and overall management of special projects that involved compliance with various air, waste and water permits, regulatory rules, Development Orders, Consent Orders, Consent Decrees and other legal Settlement Agreements. Special projects included the management of the CO required off-site well sampling as a result of the New Wales WLI, NRD Mitigation Projects at the Giant's Camp restoration site, turnaround waste management, land acquisition and divestiture evaluations and participation in community and regulatory agency work groups and emergency planning committees.

Environmental Manager – Riverview Plant

September 2014 to July 2016

As the Environmental Manager at the Riverview Chemical Plant, responsibilities included the overall environmental compliance of the four major areas of the plant; Sulfuric Acid, Phosphoric Acid, Granulation and Material Handling. Manage the Environmental Team of Specialists and Technicians and work closely with Operations, Maintenance and Management personnel at the facility to ensure environmental compliance with site specific permits and regulatory requirements. Environmental Permits for the facility include Title V Air Emission permits, NPDES storm water discharge permits, Water Use Permits, Consent Orders & Decrees and County Development Orders. As the facility is designated as a Large Quantity Generator of Hazardous Waste, the management, storage, transportation and disposal of various waste generated at the plant as a result of maintenance and turnaround activities is an ongoing task. Arrangement and coordination with the operations and maintenance personnel at the facility as well as coordination with various waste contractors is performed on a regular basis. Frequent correspondence and communication with regulatory agencies regarding plant performance, permitting changes and interpretations and regulatory requirements.

Environmental Superintendent – Minerals

December 2012 to September 2014

Served as Environmental Superintendent for Mining facilities in Central Florida. Responsible for environmental compliance at Hooker's Prairie, South Fort Meade, Four Corners and Wingate Mines, as well as overall compliance with the Integrated Water Use Permit (IWUP). Worked with and supervised a team of environmental specialists at each of the mining facilities. Responded to spills and releases of chemicals and material at the mining facilities and provided the required notifications and documentation to regulatory agencies. Prepared, reviewed and submitted various reports and updates to regulatory agencies as required by facility permits or regulatory requirements.

Environmental Specialist, Senior

September 2011 to December 2012

Responsibilities as Senior Environmental Specialist at the Hooker's Prairie Mine facility included evaluation and compilation of all water quality data associated with the mine circuit and outfall discharge water and submittal of required Discharge Monitoring Reports to FDEP for Hooker's Prairie and Fort Green/Payne Creek Mines. Worked with Operations and Management personnel at facility to insure compliance with established permit limitations and requirements. Worked with Environmental Services supervisors to coordinate and evaluate water quality data at various locations throughout the mine. Communicated with regulatory agency personnel regarding permit requirements, water quality data, spill cleanup requirements and project/incident closeout documentation. Also managed other various mine related environmental projects which required correspondence and coordination with regulatory agencies, sub-contractors, environmental services personnel, laboratory personnel, permitting and mine operations and management personnel.

***WRS Infrastructure & Environment, Inc.
Tampa, Florida***

May 2003 to September 2011

Contract/Project Manager

November 2005 to September 2011

Served as manager of Contamination Assessment and Remediation Contract for the Florida Department of Transportation (FDOT). Worked in direct contact with the FDOT's District Contamination Impact Coordinators to facilitate all contamination assessment, remediation activities and emergency response services within State right-of-ways. Responsibilities included the management of multiple projects, construction plan reviews, consultation with client, preparation of permit application packages, negotiations with regulatory agencies, preparation of site remediation plans, preparation of cost estimates and proposals for site assessment and remediation activities, coordination of field assessment and remediation activities, selection of and coordination with subcontractors, financial cost and revenue tracking, schedule tracking and preparation and review of project closeout documentation. 24/7/365 emergency response activities included the coordination of resources to mobilize to spill sites and initially contain the spilled material, management of right-of-way assessment and remediation activities and State Agency notifications.

Also served as Project Manager for multiple public transportation agencies and private industrial, chemical, manufacturing and phosphate facility clients from 2008 to 2011. Responsibilities included preparation of a site assessment and remediation planning for submittal and approval by regulatory agencies, regulatory agency comment responses, plan revisions, preparation of permit applications, coordination of field assessment and remediation activities, selection of and coordination with subcontractors, financial cost and revenue tracking, schedule tracking and preparation and review of

project closeout documentation.

Site/Field Manager

May 2003 to November 2005

Served as on Site Field Manager for multiple contamination assessment and remediation projects for various public and private sector clients. Responsibilities included coordination and management of subcontractors, preparation of health and safety plans, training of field personnel with respect to proper safety procedures, scheduling and personnel time and expenses tracking for various projects.

Race Fans Shoppe, Inc., Tampa Florida

September 1997 to May 2003

Owner and operator of retail store specializing in the sale of officially licensed merchandise. Perform all duties pertaining to operating a retail business including ordering merchandise and supplies, receiving, shipping, accounts payable, accounts receivable, sales, customer service and overall store management.

**Delta Environmental Consultants
Tampa, Florida**

January 1990 to August 1997

Field Services Manager

October 1994 to August 1997

Scheduled all field activities, coordinated with suppliers, contractors and laboratories to insure all work and analysis was completed on a timely basis. Performed all aspects of sample collection and remediation system operation and maintenance. Supervised installation of new remediation systems and soil excavation and tank removals. Designed and performed vapor extraction and air sparging pilot studies. Tampa District Quality Assurance Officer. Responsible for yearly updating of comprehensive quality assurance plan and periodic internal field audits. Field work and report preparation for phase two environmental assessments. Responsible for calibration, maintenance and upkeep of all field equipment.

Field Supervisor

January 1990 to October 1994

Assistant to Field Services Manager. Responsible for supervision of 12 field technicians. Supervised all operation and maintenance activities, field services activities, coordinated scheduling, trained new field technicians, lead field technician. Responsible for programming, maintenance and updating of treatment system telemetry monitoring. Worked closely with site project managers to coordinate all field activities. Performed field services activities including ground and surface water sampling, soil sampling, air sampling, vertical and horizontal surveying and maintenance of soil and ground water remediation systems. Design and implementation of vapor extraction, air sparging, and aquifer pumping field tests. Supervised tank removals, soil excavation, well installation, and remediation system installation. Performed routine maintenance on soil and groundwater remediation systems.

Enviropact Inc., Clearwater, Florida

August 1989 to January 1990

Lab Technician

Major responsibilities included sample custody and sample analysis activities including volatile and semi-volatile hydrocarbons using a portable gas chromatograph, pH, temperature, specific conductance, dissolved oxygen and turbidity.

Certifications

- Certified Visible Emissions (VE) Evaluator (Method 9) – Certification No. LFL070915-09
- Certified Storm Water Management Inspector – Inspector No. 27722

Additional Training

- MSHA 5000-23 Initial and Annual Refresher Training
- OSHA 40 hour Hazardous Waste Operations and Emergency Response Training
- OSHA 8 hour Hazardous Waste Operations and Emergency Response Supervisor Training
- OSHA Energy Lockout/Tagout, bloodborne pathogens, confined spaces, hazard communication, and excavation Training
- OSHA Annual 8 Hour Refresher Hazardous Waste Operations and Emergency Response Training
- RCRA Small and Large Quantity Generators and Waste Characterization Training
- DOT Hazardous Materials Transportation and Hazard Communication Training
- Introduction to the Application of the RCRA Regulatory Program (40 CFR, Parts 260-268) Field Assessment & Remediation Activities
- U.S Army Corps of Engineers - Construction Quality Management for Contractors
- U.S. Department of Homeland Security (FEMA) - ISC 100, Introduction to Incident Command Systems
- Asbestos Supervisor Training for Asbestos Accreditation as required by TSCA Title II.
- American Red Cross CPR and First Aid Training

JOY A. JACKSON

182 Lantern Lane Havana, FL 32333

850-245-8074

Joy.Jackson@FloridaDEP.Gov

Dedicated, professional, environmental scientist, trainer, auditor with supervisory and project management experience. Thorough and focused on providing quality training and interpretation of water quality related topics. A recognized expert on aquatic biological assessment methods.

- ❖ 2018 Team Star Award for Outstanding Sampling Training
- ❖ 2013 Individual Star Award for Outstanding Sampling Coordination

PROFESSIONAL EXPERIENCE

Environmental Manager, FDEP, Tallahassee, FL (4/2010 to Present)

Coordinates and assists in the design and implementation of specialized environmental studies that support the goals of the Water Quality Standards Program (WQSP). Writes, edits, and reviews environmental assessment reports, including retrieval from the DEP Statewide Biological Database (SBIO) and the Laboratory Information Management System (LIMS). Reviews, evaluates, and interprets highly sophisticated chemical and biological data in the support of Numeric Nutrient Criteria (NNC) determinations, NPDES, and other departmental programs. Participates and coordinates field sampling, training and auditing of water chemistry and biological parameters including the Stream Condition Index, BioRecon, Habitat Assessment, Rapid Periphyton Survey, and Linear Vegetation Survey. Mentors and trains new staff in sampling, auditing, and data interpretation. Consistently achieves excellent reviews on biological training events. Professionally represents the Department as an expert on a variety of Quality Assurance and Biological Assessment related topics. Serves as a consultant on issues concerning the appropriateness of scientific information for environmental decision making which includes interacting with managers on issues relating to data quality assessment. Reviews technical documents for compliance with QA requirements. Represents the WQSP program to other DEP programs, federal, state, local government, and public in work groups and technical advisory committees. Experienced in contract oversight, management, and compliance.

Environmental Specialist III, FDEP, Tallahassee, FL (8/2006 to 4/2010)

Technical expert for the Bureau of Standards and Assessment on the design and implementation of specialized environmental studies that support the goals of the Department. Effectively communicate and interact with Management, other DEP programs, technical staff, District offices, other state agencies, local, and federal entities on a variety of environmental issues. Represent the Department as trainer, instructor, and auditor for water quality, biological, ultra-trace, groundwater, and sediment sampling in accordance with DEP Standard Operating Procedures. Conduct field and laboratory audits.

Responsible for coordination and logistical support for all Bureau of Restoration Support/Special Projects field sampling efforts (e.g. nutrient gradient study, nutrient longitudinal study, nutrient benchmark studies, dissolved oxygen study, spring sampling, algal gradient study, habitat assessment benchmarks, lake vegetation index benchmarks). Environmental field sampling, including a wide variety of highly sophisticated water chemistry, sediment, and biological parameters (e.g. stream condition index,

BioRecon, habitat assessment, rapid periphyton survey, qualitative periphyton survey, lake vegetation index, linear plant survey, wetland condition index, snorkeling, and safe boat and trailer operation).

Write and edit environmental assessment reports (e.g. Peace River Basin Study, Biological and Water Quality of the Wacissa River, Biological Structure of Volusia Springs, etc.) Skilled in the use of the DEP biological database (SBIO), Laboratory Information Management System (LIMS), Microsoft suite, and Primer statistical software. Review, evaluate, and interpret chemical and biological data and reports for making recommendations to assist DEP programs. Contract review and management (e.g. Stressor Identification Model) ensuring compliance with QA requirements, established timelines and budget.

Environmental Supervisor II, Biology Section, FDEP, Tallahassee, FL (9/2000 to 7/2006)

Hired, trained, and mentored ~30 scientists in FDEP Standard Operating Procedures for the correct sampling, processing, and identification of aquatic macroinvertebrates.

EDUCATION & SPECIAL TRAINING

M.S. coursework in Coastal Zone Studies, University of West Florida, Pensacola,
B.S., Wildlife Biology, Colorado State University, Fort Collins, CO

USACE – Stream Restoration Workshop

FDEP Supervision I & II, Interviewing, and Time Management

FDEP Boating and Trailing Safety

FDEP Stream Habitat Assessment Protocols - Lead Trainer

FDEP Stream Condition Index Methodology – Lead Trainer

FDEP Surface and Groundwater Sampling Course –Instructor

Southeastern Water Pollution Biologist Association - President and Vice President

KNOWLEDGE

- Knowledge of organizing, and coordinating staff work assignments and workloads.
- Knowledge of field and laboratory water quality, biological, and QA.
- Knowledge of principles of ecology.
- Knowledge of contract management.
- Knowledge of surface water, biological, NPDES, and groundwater sampling.
- Knowledge of DEP regulatory programs and issues.
- Knowledge of environmental science, monitoring design, and statistical analysis.

SKILLS

- Skilled in training and auditing field sampling efforts in compliance with DEP SOPs.
- Skilled in recruiting, training, and evaluating work performance.
- Skilled in Word, Excel, PowerPoint, LIMS, SBIO, ArcGIS, and Primer statistical software.
- Skilled in giving presentations to a variety of audiences.
- Skilled in hosting professional meetings.
- Skilled in macroinvertebrate identification.
- Skilled in ArcGIS and Map-Direct.

ABILITIES

- Ability to supervise and train professional and technical staff.
- Ability to prepare technical reports.
- Ability to communicate clearly and concisely, both orally and in writing.
- Ability to evaluate environmental data in accordance with QA/QC principles.

Devin G. Lawrence

Experience

August 2011 to January 2012, Intern for CF Industries Environmental Team in the Technical Services Department, Hardee Phosphate Complex, Wauchula, Florida

Environmental Intern

- Learned the general layout of the Hardee Phosphate Complex property, and techniques involved in environmental monitoring.
- Began monitoring the property wide network of piezometric wells.
- Assisted environmental analyst in the collection of surface water and ground water samples.
- Assisted environmental supervisor with data collection and analysis.

March 2012 to November 2012, Environmental Specialist for Flatwoods Consulting Group, Tampa, Florida

Environmental Specialist

- Monitored piezometric well network property wide, collected data, compiled internal reports.
- Performed routine surface water and ground water sampling.
- Responsible for the operation and baseline environmental sampling for the Aquifer Recharge and Recovery Project at the Hardee Phosphate Complex.
- Assisted environmental superintendent with monitoring, sampling, data collection and analysis, and reporting for Aquifer Recharge and Recovery Project.

November 2012 to March 2014, Environmental Specialist for CF Industries Hardee Phosphate Complex, Wauchula, Florida.

Environmental Specialist

- Monitoring property wide piezometric well network, compile data and submit reports to environmental supervisor and superintendent regarding water level changes throughout wet and dry seasons, monitored HID (Hydrologic Impact Distance) wells in active mining areas to assure compliance.
- Maintain sampling and reporting, as well as routine monitoring and maintenance projects for Aquifer Recharge and Recovery Project.
- Maintain North Pasture and South Pasture potable water systems, perform all pertinent sampling and monthly operational reporting to local authorities.
- Perform routine DRI surface water and DRI/NPDES ground water sampling for Hardee Phosphate Complex property.
- Maintain system of Hardee County Ambient Air Monitoring stations, rain gauges, and surface and ground water data loggers and assist environmental supervisor with data compilation and reporting.
- Facilitate the disposal of excess water from our NPDES outfall systems, perform all applicable sampling and monitoring, worked with environmental supervisor to assist with data analysis and reporting.

March 2014 to November 2015, Environmental Associate for Mosaic Fertilizer Company, South Pasture Mine, Wauchula, Florida

Environmental Associate

- Complete preparation and submittal of various local and state regulatory and compliance reports. MOR reports for potable water systems, quarterly DRI reporting for Hardee County, Hardee County monthly water level and pumping reports, and South Pasture NPDES Discharge Monitoring Reports.
- Complete monthly WUP EMP reporting to SWFWMD, all associated tabular and graphical data

representation and analysis. Assist with annual and mid-year WUP EMP reporting.

- Participate in regulatory and compliance inspections with various state and local officials.
- Performed phase 1 and 2 property inspections/evaluations for pending acquisitions.

November 2015 to present, Environmental Supervisor for the Environmental Field Services Department, South Pierce Facility, Mulberry, Florida

Environmental Supervisor

- Responsible for the staff of 16 Environmental Technicians, as well as the Administrative Assistant, Environmental Planner/Scheduler, and Environmental Prep Technician. Developed the ability to handle multiple projects under strict deadlines, provide detailed support and instruction to employees in regards to environmental compliance requirements of different minerals and concentrates facilities, and used key problem solving skills to accomplish the common goal of continued environmental compliance.
- Responsible for the successful coordination of compliance sampling and data collection at four minerals facilities, four concentrates facilities, as well as legacy and idle sites, baseline monitoring at future mine sites for permitting purposes, and continued monitoring for active and historic reclamation programs.
- Responsible for the successful coordination and provision of piezometric, consumptive use, and rainfall data in support of the Mosaic Integrated Water Use Permit and various legacy Water Use Permits on a routine basis.
- Responsible for the successful operation, maintenance, compliance monitoring, and data reporting, at 10 Class C and Class D NTNC potable water systems, 13 Limited Use potable water systems, and 5 Class D domestic wastewater treatment plants in both the minerals and concentrates business units.

Other Exp.

- 10 years of EHS experience working in the phosphate industry
- 5 years EHS leadership experience
- MSHA A1 Experienced Miner
- 40 Hour Advanced Radiation Safety Training, Applied Environmental Consultants, RSO South Pasture Mine 2014-2016
- FDEP Class D Drinking Water Treatment Plant Operator License #0022068
- Licensed Visual Emissions Evaluator/ Federal Reference Method 9 #423638, Eastern Technical Associates
- Certified DOT Hazardous Materials/ 49 CFR 172.702 and 49 CFR 172.704, Environmental Resource Center
- Certified Hazardous Waste Management/ 40 CFR 265.16, Environmental Resource Center.
- University of Florida IFAS Florida Master Naturalist certification with 40 hour Freshwater Wetlands, 40 hour Coastal Systems, and 40 hour Upland Habitats modules
- PT878 Portable Liquid Flow Measurement System, DMT Instrumentation
- Transportation Worker Identification Credential (TWIC)- TSA

Education

- 2008-2011: Florida Gulf Coast University
- Bachelor of Arts in Environmental Studies
- 2018-2020: University of Oklahoma
- Master of Science in Environmental Science, concentrations in hydrology and water security

Honors

- Earned rank of Eagle Scout, Boy Scouts of America , 2004
- Boy Scouts of America Order of the Arrow Brotherhood Member, 2003
- Boy Scouts of America National High Adventure Staff, Florida Sea Base, 2006, 2009, and 2010
- USCG Certified Captain, OUPV 6 pack
- PADI Certified Diver, Open Water Certification

JOSH LIPHAM

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Laboratory Technical Director with a demonstrated history of analytical chemistry work to support the environmental needs of clients for the purpose of water management and regulatory reporting.

PROFESSIONAL EXPERIENCE

MOSAIC COMPANY

SR SUPERVISOR ENV. LAB/TECHNICAL DIRECTOR | MULBERRY, FL | APRIL 2018 - PRESENT

- Lead team of Technicians and Chemists within scope of the NELAP quality system
- Management of environmental compliance data
- Experience working with budgets and contracted services
- Collaboration with EC to integrate compliance lab data
- Strong understanding of QA requirements for regulatory purposes
- Hazardous Waste Management/RCRA Compliance

MOSAIC COMPANY

ENVIRONMENTAL CHEMIST/TECHNICAL DIRECTOR | MULBERRY, FL | JAN 2018 - APRIL 2018

QA MANAGER/ENVIRONMENTAL CHEMIST | MULBERRY, FL | SEPT 2011 - JAN 2018

- Strong role in implementation of ISO based Quality Management Systems
- Development of analytical methods for expansion of test certifications
- Performed laboratory equipment maintenance and troubleshooting
- Proficient in the use of a Laboratory Information System

MOSAIC COMPANY

ANALYTICAL LAB TECHNICIAN | BARTOW, FL | MAY 2008 - SEPT 2011

- Working knowledge of chemical analysis involving spectroscopy, Kjeldahl digestion, and other wet chemistry methods
- Participation in the AFPC check audit program

EDUCATION

UNIVERSITY OF SOUTH FLORIDA, TAMPA, FL

B.S. IN BIOLOGY, DEC 2007

- 24 Credits of Chemistry Coursework
 - Satisfying NELAP Standard for Laboratory Technical Director

ADDITIONAL SKILLS

- EHS Management System/ ISO 14001
- RCRA/DOT Hazardous Materials Training
- Experience with OIS and SAP Environmental Compliance
- Mosaic's Blue Chip program - resulting in a safety project developed using the A3 method for problem solving and continuous improvement
- Chemical Hygiene Officer

MEMBERSHIPS

- Florida Society of Environmental Analysts
- Florida Association for Water Quality Control

Keith Alam

Keith.Alam@mosaicco.com ❖ (863) 978-8643 ❖ Lakeland, FL

WORK EXPERIENCE

Mosaic

Engineering Senior Manager

September 2020 – Present

Florida Mining

- Lead and manage the Florida Mining Engineering department that supports Four Corners, South Fort Meade and Wingate.
- Provide technical support for all process and mining functions including operational excellence, capital planning and ore reserve recovery and reconciliation.
- Lead the continuous improvement strategy for the Florida Mining Engineering Department.

Mosaic

Technical Operations Support Manager

December 2017 – August 2020

Four Corners, Wingate and Bartow

- Supported the development and execution of site wide strategy deployment to achieve Transformation goals.
- Facilitated the development of CAPEX management processes.
- Directed the implementation of 5S practices across the facility.

Mosaic

Production Manager

June 2012 – November 2017

South Fort Meade and Four Corners

- Monitored production results to ensure the department budget and production goals were met.
- Implemented continuous improvement processes that encouraged the identification of opportunities, problem solving and accountability.

Mosaic

Assistant Superintendent

March 2010 – May 2012

South Fort Meade

- Scheduled and coordinated the flow of work between departments to expedite production.
- Coached and mentored personnel to meet site objectives and develop talent.

Mosaic

Process Engineer

January 2009 – February 2010

South Fort Meade

- Monitored plant performance and recommended solutions to increase grade and recovery.

University of Florida

Research Team Leader

August 2008 – December 2008

Gainesville, FL

- Designed statistical experiments for separating dolomite from phosphate rock by reactive flotation.

EDUCATION

University of Florida

Master of Engineering, Chemical Engineering
Gainesville, FL

December, 2008

University of Florida

Bachelor of Science, Chemistry
Gainesville, FL

August, 2005

SKILLS & INTERESTS

- **Skills:** Mosaic Management Systems, PI System Management Tools, Maximo, OIS, LiveLink, Microsoft Office
- **Interests:** Running, mountain biking, hiking, golf, Florida Gators

Vinette D. Godelia, Shareholder
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Tallahassee, FL 32301
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Vinette's practice focuses on the negotiation and defense of complex approvals under the state's growth management laws and local government regulations. She represents clients before governing bodies to secure development entitlements and to defend those entitlements in formal hearings before the Division of Administrative Hearings and circuit and appellate courts. Successful negotiation of complex land use approvals often requires coordination of a team of expert consultants covering a wide range of public facility, natural resource, compatibility and other planning issues. She has lead such team efforts across the state.

EDUCATION

- Florida State University School of Law, J.D., with honors
- Florida A&M University School of Journalism and Graphic Arts, B.S., with high honors
- Miami Dade College, A.A.

BAR & COURT ADMISSIONS

- Florida (2002)

PROFESSIONAL AFFILIATIONS

- American College of Environmental Lawyers, *Fellow*
- Florida Bar Association, Real Property, Probate Trust Law Section, *member*
- Florida Bar Association, Environmental and Land Use Law Section, *member*
- Florida Bar Association, City, County and Local Government Law Section, *Member*
- Florida Chapter of the American Planning Association

COMMUNITY INVOLVEMENT

- Zonta International
- Foundation for Leon County Schools 2017-2019
- Children's Home Society, *Pro Bono Counsel*
- Big Bend Habitat for Humanity, Term 2008-2014
- Florida State University College of Law, *J.D. Adviser*

AWARDS & RECOGNITION

- Listed in Best Lawyers in America, for Environmental Law, 2018-2021 editions
- Listed in Best Lawyers in America, for Administrative Law, 2021 edition
- Listed in the annual publication of The Florida Super Lawyers, 2020
- Listed in Florida Trend Magazine's "Legal Elite," 2014-2015, 2018-2019 editions
- Listed as a "Rising Star" in the annual publication of The Florida Super Lawyers 2010-2012 editions
- Leadership Florida, Class XXIX

Publications & Presentations

Florida State University College of Law, Co-Instructor: Life Cycle of a Real Estate Deal – Spring 2020, Practicing Environmental Law in Florida – Spring 2019, Florida Real Estate Law Practice – Beyond the Fundamentals – Spring 2018

Growth Management, the Florida Bar Real Property, Probate and Trust Law Section, Legislative and Case Law Update (2015, 2016, 2017, 2020)

Emerging Trends on the Development Front for Environmental, Land Use and Real Estate Practitioners, The Florida Bar Continuing Legal Education Committee, The Environmental & Land Use Law Section, and the Real Property, Probate & Trust Law Section, CLE Program Coordinator (2014).

Practical Guide to Zoning and Land Use Law Challenges to Development Orders, NBI, Inc., Presenter (2013).

What's Left of Development Permitting – 33rd Annual RPPTL Legislative & Case Law Update Seminar, The Florida Real Property, Probate and Trust Law Section, The Real Property, Probate and Trust Law PAC & the RPPTL-PAC, Presenter (2013).

Comprehensive Planning & Impact Fees Under the New SB 360 Paradigm, Environmental and Land use Considerations for Real Estate Transactions Seminar by the Florida Bar CLE Committee, the Environmental and Land Use Law Section and the Real Property, Probate and Trust Law Section (2010).

Environmental Agencies, Florida Administrative Practice, The Florida Bar (2008) (co-author).

Litigating Land Use, Litigating Land Use Conference, CLE International (2008)

What's Ahead for DRIs?, Growth Management, Energy, Climate Change and the Environmental Short Course, Florida Chamber (2009 and 2010).

Understand the Development and Utilization of the Comprehensive Plan, Land Use Law: Current Issues in Subdivisions, Annexation and Zoning, NBI, Inc. (2009).

The Intersection of Transportation and Florida Law, Planning Law and Ethics Workshop, Florida Section of the Institute of Engineers (FSITE) (2009).

Implementation, Cluster Development, Urban Infill, Reducing VMT, Energy & Climate Change Panel, Environmental Permitting Summer School, Florida Chamber Foundation (2009).

Administrative and Judicial Review of Land Use Decisions, Florida Land Use and Environmental Law, (2006) (co-author with David Powell).

Representative Published Decisions

Seminole Tribe v. Hendry County, 2013 WL 238231, So. 3d 19, 38 Fla. L. Weekly D 175 2D12-1657 (Fla. Dist. Ct. App. 2d Dist. June 12, 2013)

Seminole Tribe v. Hendry County, 2013 WL 2494708, 114 So. 3d 1073, 38 Fla. L. Weekly D 1290 2D12-2307 (Fla. Dist. Ct. App. 2d Dist. July 1, 2013)

Town of Yankeetown v. Levy County, 2012 Fla. App. LEXIS 2305, 79 So. 3d 26, 2012 WL 521004 1D11-4770 (Court of Appeal, First District 2012)

W.A.R., Inc. v. Levy County, 2012 WL 3239930, 93 So. 3d 1244, 37 Fla. L. Weekly D 1923, 2012 WL 3239930 1D12-0189 (Court of Appeal, First District 2012)

Diane Brown v. Bay County and Cedar Creek Ranch, Inc. 11-0584GM (Fla Div. Admin. Hrgs.)
In Re: Florida Power & Light Company Turkey Point Units 6 & 7 Power Plant Siting Application No. PA 03-45A3, 2014 ER FALR 58, OGC CASE NO. 09-3107 09-3575EPP (Fla Div. Admin. Hrgs.)

In re: Joint petition for approval of natural gas transportation service agreement between Florida City Gas and Miami-Dade County, through Miami-Dade Water and Sewer Department, Florida Public Service Commission Docket No. 130089-GU; ORDER NO. PSC-13-0297-CFO-GU, 13 FPSC 6:109

Patricia D. Curry, Alexandria Larson, Sharon Waite, and Patrick Wilson v. Palm Beach County, Florida and Department of Community Affairs and Coconut Northlake, LLC, Northlake Group, LLC, AND Richard J. Sluggett and Panatton Development Company, LLC, 2010 ER FALR 26 09-1204GM (Fla Div. Admin. Hrgs.)

Seminole Tribe of Florida v. Hendry County, Florida, a political subdivision of the State of Florida; Florida Power & Light Co.; and McDaniel Reserve Realty Holdings, LLC, a Florida limited liability company, 2013 ER FALR 23, 38 Fla. L. Weekly D175a 2D12-1657 (Fla. Dist. Ct. App. 2d Dist. January 23, 2013)

W.A.R., INC. v. Levy County and Tarmac America, LLC, 2012 ER FALR 92, 37 Fla. L. Weekly D1923b 1D12-0189 (Fla. Dist. Ct. App. 1st Dist. August 10, 2012)

Related Significant Transactions

Mine establishment and extensions are a routine part of our firm's efforts. Much of our work in this context involves permitting for our client Mosaic's phosphate mine operations including work on over 50,000 acres in Manatee, DeSoto, and Hardee Counties. Our efforts included large area approvals, DRI rescissions, creation of comprehensive plan mining overlays, special exceptions, master plans and other development orders and resource impact approvals.

Work on the New Wales and Bartow Chemical Plant and Green Bay Facility involved developing the regulatory and public involvement strategy for DRI exemptions and local government review of gypsum stack expansions in Polk County. The entitlements were supported by negotiations with the Department of Economic Opportunity and Department of Environmental Protection on mitigation of impacts involving significant monitoring requirements.