

# Hugo Gutierrez

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Address: Houston, TX 77042

Phone: 713.502.6703; Email: hugo@silvercapitol.com

## Professional Summary

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With a distinguished career at Marathon Oil and the Texas House of Representatives, I'm a highly experienced and motivated government relations leader of integrity. Servant leader with substantial experience working with federal, state and local governments. Adept at legislative strategy and navigating complex policy initiatives through the legislative and regulatory process. Exceptional interpersonal skills enable me to speak clearly and persuasively in any situation. Advanced negotiation skills allow me to gain concessions without sacrificing relationships. Strong critical thinking skills and strategic mindset enable me to take leadership roles in trade groups and put my company at the forefront of industry-led policy initiatives.

## Skills

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|-----------------------------|-------------------------|
| ● Public policy development | ● Legislative knowledge |
| ● Advocacy                  | ● Coalition building    |
| ● Crisis management         | ● Policy analysis       |
| ● Lobbying                  | ● Issue advocacy        |
| ● Political acumen          | ● Lobbying expertise    |
| ● Grassroots mobilization   |                         |

## Experience

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**Marathon Oil Company** – Houston, TX

November 1999 - December 2024

### Director of Government Relations

- Direct state, federal and local government relations for Texas and New Mexico, developing and executing Marathon's proactive and results-oriented advocacy approach with elected officials and regulators.
- Lobbied in eleven state capitals, including TX, NM, OK, CO, WY, ND, LA, WV, AK, and CA.
- Serve as an ambassador for the company, engaging with government officials, community leaders and industry peers.
- Serve as company point of contact and responsible for managing state and local trade association memberships including the Texas Oil and Gas Association, Texas Independent Producers and Royalty Owners Association, Permian Basin Petroleum Association, Greater Houston Partnership, New Mexico Oil and Gas Association, New Mexico Chamber of Commerce, among others. Represent the company's interests and ensure appropriate engagement from subject matter experts.
- Monitor and analyze legislative developments and recommend company public policy positions. Collaborate with internal business unit leaders, legal, tax, land, business development, and HR groups to optimize alignment with business objectives and identify emerging issues.
- Initiated and led lobbying efforts in NM to pass into law one of the most consequential environmental bills in the history of the state. The Marathon Oil-drafted legislation was designed to remove barriers to recycling oil and gas wastewater and put the industry on a more sustainable path by reducing fresh water consumption. Against all odds in a progressive state with 23 Democratic majorities, successfully built a bi-partisan coalition of rural and urban legislators, peer operators, environmentalists,

landowners, agriculture interests, cattle ranchers and business groups. The law is expected to save Marathon over \$100 Million in water management costs over the first five years.

- Excellent relationship-building skills. Developed and maintained a vast network of contacts with elected officials, regulators and key government officials in TX, NM, Washington D.C. and across Marathon's operating areas.
- Lead outside lobbyists and consultants in state capitals.
- Collaborated with internal business unit leaders, legal, tax, land, business development, and HR groups to optimize alignment with business objectives and identify emerging issues.
- Partnered with internal stakeholders, industry peers, trade associations, and advocacy groups to build coalitions, coordinate grass tops and grassroots advocacy efforts, and amplify our collective voice.
- Prepared briefing materials for senior executives attending trade group meetings or engaging with elected officials.
- Represented the company at state political organization events including the Republican Governors' Association, Democratic Governors' Association, Republican Legislative Campaign Committee, and Democratic Legislative Campaign Committee.
- Collaborated with the internal Marathon Oil Political Action Committee manager to raise awareness and resources from our employee base.

## **Chief of Staff**

January 1993 to November 1999

### **Texas House of Representatives – Austin, TX**

- Served as House Clerk and Chief of Staff for two Texas State Representatives
- Responsible for all legislative matters including drafting legislation, amendments and speaking points.
- Served as spokesman for the representative and fielded all media inquiries.

## **Affiliations**

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- Texas State University Development Foundation – Emeritus Board Member
- First Chairman of the South Texas Energy & Economic Roundtable (STEER)
- Serve as Chairman of the Texas Senate Hispanic Research Council Luna Scholars Program.
- Recognized by Capital Inside of the Texas Lobby Power Rankings as one of the top corporate lobbyists from 2005-2013
- Recognized as one of the Top Latinos in Energy 2018 by Latinoleaders.com

## **Education**

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Texas State University, BA in Mass Communication - Public Relations

San Marcos, TX

Jones School of Business - Executive Leadership Program Graduate

Rice University – Houston, TX – May 2004