



Human Energy®

Chevron Mid-Continent Business Unit

# 2014 Community Investment Report

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# A Message From Our Vice President

Welcome to the first Community Investment Report published by Chevron's Mid-Continent Business Unit (MCBU). It seeks to describe the social investments we make, explain why we make them and share their results. These investments are intended to create long-term shared value and mutually beneficial relationships between Chevron and local communities where we operate.

Wherever you find Chevron in the Mid-Continent Business Unit, our mission is to be the employer of choice, the neighbor of choice and the partner of choice.

With headquarters in Houston, Texas, MCBU's broad geographic area covers Texas, New Mexico, Oklahoma and Colorado, as well as Wyoming and Alabama. The communities where we work range from very small rural towns to large urban areas. Geology, geography, demographics and economies are as diverse in MCBU as any you'll find in any other of Chevron's North American business units. We tailor our stakeholder and community engagements to fit each community's unique circumstances.

Throughout our operations, Chevron's social investments are integral to our approach to doing business. Our primary focus areas are improving the quality of education, especially science, technology, engineering and math (STEM) and literacy; promoting economic development through training and access to better jobs and support for small businesses; helping to create healthier communities by strengthening health care systems and programs; supporting food distribution to those who are at risk; and making investments that help preserve a clean, safe, healthy environment.

Partnerships are key to our social investments, and good partnerships require our representatives to take a hands-on approach to building relationships and trust with organizations. We make grants to groups with on-the-ground knowledge of each community's needs and potential for development and whose work aligns with our areas of interest. Often we work with these organizations to build multilateral partnerships that leverage the Chevron investment to attract other contributions and enhance long-term sustainability. This collaborative effort is yielding positive results. It supports our conviction that by working together, we can achieve more than we can when working alone.

And we are proud of the contributions made by our employees, whose volunteer efforts are indicative of Chevron's commitment to support and improve the communities where we live and work.

We invite you to review this document and provide feedback to us. We look forward to continued engagement with you.

**Bruce Niemeyer**  
Vice President  
Chevron Mid-Continent Business Unit



*Bruce Niemeyer was among the hundreds of MCBU employees who volunteered for Houston's "Let's Grow Tree Potting" event.*

# 2013 Mid-Continent Business Unit Overview

*Chevron maintains a strong presence in the mid-continent United States by working to maximize the value of its strong growth portfolio of unconventional oil and natural gas assets while also maintaining a robust and reliable base business operation.*

## Communities Where We Operate

The Mid-Continent Business Unit (MCBU), one of Chevron's top-producing business entities, manages a large resource base of oil and liquids-rich gas opportunities and assets in six states: Alabama, Colorado, Kansas, New Mexico, Oklahoma, Texas and Wyoming. It is the second-largest oil producer in the Permian Basin of west Texas and southeastern New Mexico and also is involved in numerous non-operated joint ventures throughout the United States.

With about 35,000 active wells in 800 fields, MCBU's 2013 net daily production averaged 226,000 barrels of oil equivalent. In total, this area is one of the most prolific producers of oil and gas in the country, if not the world. MCBU also pursues opportunities in unconventional oil and natural gas resources with a focus on developing tight oil, tight gas and natural gas from shale. The business unit's workforce includes approximately 2,000 employees and thousands of contractors.



■ MCBU operations

## Leading Production Regions

Within the MCBU is the Permian Basin, a major contributor to the nation's petroleum production, containing more than 23 percent of its proved reserves, about 16 percent of its daily production, 25 percent of its active oil and gas wells, and 26 percent of its rig activity.

Chevron's presence in the Basin began in the 1920s, and in 2011, the company celebrated a milestone when it surpassed five billion barrels of oil and gas production from the Basin. Today, the company has the largest undeveloped lease hold in the Permian and more than 10 percent of the leased acreage in the Permian's Delaware sub-basin. We also have a strong position in unconventional resources, including tight sandstone, carbonate and shale reservoirs, which our technology is enabling us to develop economically. For the foreseeable future, the Permian Basin will continue to be a key legacy asset.

Most of Chevron's production in the Rocky Mountain states is natural gas, and Colorado's Piceance Basin contains huge amounts of this abundant, affordable energy source.

Chevron is developing its Piceance property using practices and standards that reduce the environmental footprint of energy production. The company applied advanced, mass production drilling techniques that are now being used in other locations.

Many of the existing oil and gas fields in the central United States are considered mature, and production has declined over the years. Chevron's technical teams apply a variety of reservoir management techniques to keep these fields producing. For example, Rangely, Colorado, is home to one of North America's largest and oldest producing oil fields. Chevron is using advanced technologies such as CO<sub>2</sub> flooding to maintain production. In fact, Rangely is Chevron's largest CO<sub>2</sub> flood operation.

MCBU is an important component of Chevron's global portfolio, providing oil, natural gas and natural gas liquids. The continued development of legacy and newer assets also contributes to the economic health of the communities where we work.



*Workers at Wolfcamp field, Permian Basin, Odessa, Texas.*



# Education



## **Chevron focuses on improving education in three ways:**

- 1** Encouraging students in the key subjects of science, technology, engineering and math (STEM)
- 2** Improving literacy
- 3** Enhancing teacher proficiency

The STEM subjects are critical to many professional fields, and the United States is slipping in terms of global competitiveness, despite the fact that STEM-related jobs are among the fastest-growing occupations. By supporting STEM education, we believe we're contributing to a stronger democracy and a more vibrant economy for everyone - especially in the communities where we do business. The stories here illustrate the Chevron approach and results.

# 800

parents and community members have been trained to use tablet computers.

*Getting kids excited about science leads to more logical thinking and helps turn them into responsible adults.*

### **Stacie Hanna**

Former Education Director  
Permian Basin Petroleum Museum

*The studies found that the emotional attachment of a child who reads with a parent carries over into subsequent success not only in reading proficiency but in personal growth.*

### **Rick Blauvelt**

Executive Director  
Raising a Reader

By kindergarten, children who participated in the Chevron-supported program are scoring

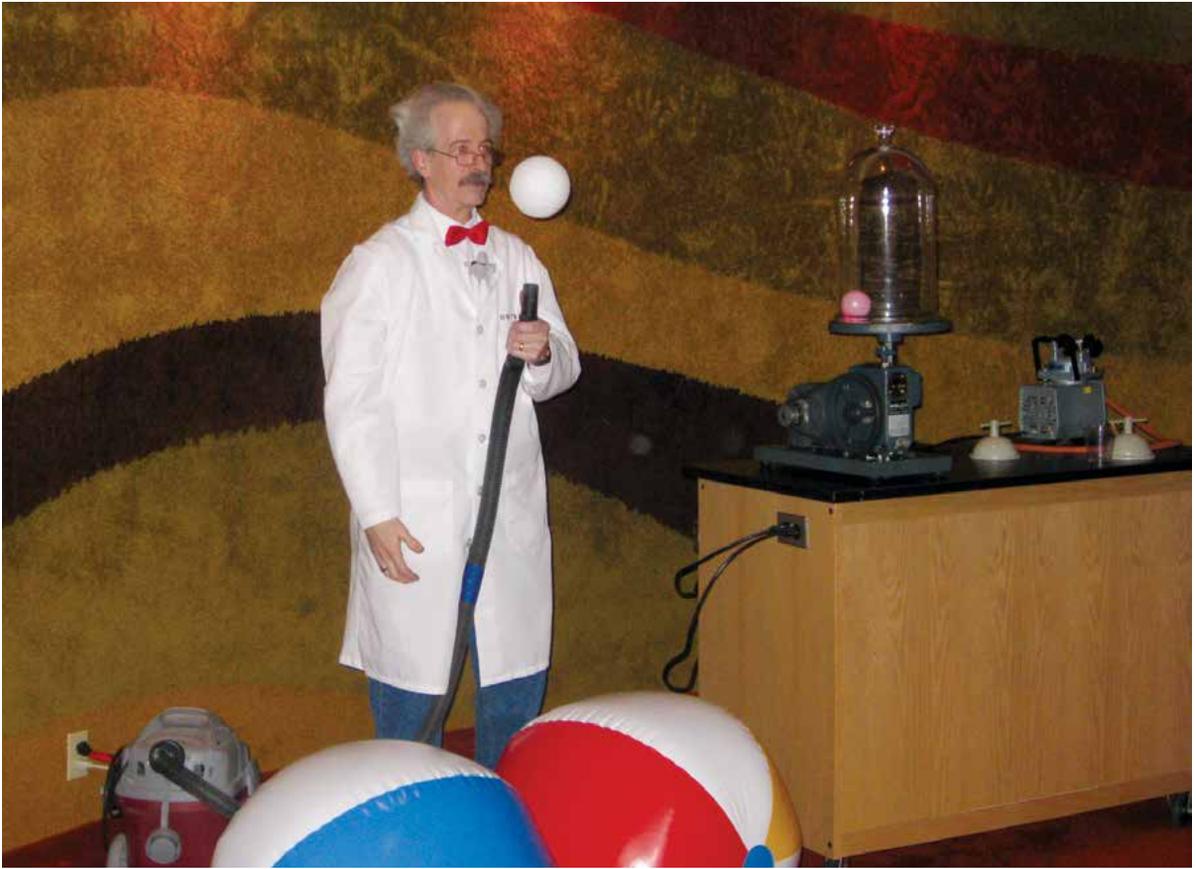
# 10 points higher

than non-Raising a Reader (RAR) children.



*Sarah Margolis, education director of the Durango (Colo.) Discovery Museum, demonstrates the principle of density while training interns (left to right) Izzy Simpson, Quinn Luthy and Lilah Gutt. Chevron has supported the museum's development of a science career ladder model to train young people. The trainees are able to work their way up the ladder as they acquire communication skills and knowledge of the scientific process.*

# Fostering the Love of Science



*Dr. Petro, as Chevron Geologist Greg Hinterlong is known on Family Science Night, entertains and educates the audience at the same time.*

*Each year since 2001, Chevron has helped to get thousands of children excited about science through our support of Family Science Night at the Permian Basin Petroleum Museum in Midland, Texas.*

Organized around themes such as “Rocks Rock!” and “Don’t Let Science BUG You,” the four annual family nights each feature 22 science stations at which volunteers touch on scientific principles through innovative, hands-on demonstrations - such as showing how a volcano erupts by adding lemon juice to a mixture of baking soda and liquid soap. The programs often involve collaborations with other institutions such as Midland College and the Science Spectrum of Lubbock, which add their resources to the evening’s learning experience.

“Family Science Night has provided an ideal opportunity for us to engage the local community,” said Kathy Shannon, the museum’s executive director. “The program has also laid the foundation for our education department by expanding our knowledge of how to teach science.”

The evenings have also been an enormous crowd pleaser, growing from an attendance of under 200 to its current peak of 1,300 visitors per night, who are admitted free of charge on Family Science Night. Attendance is boosted by the support of local schools and scouting groups. Recognizing the value of the program's learning experience, teachers have given attendees extra credit in their science courses. And scouts have received credits toward their merit badges.

The museum's educational programs have also had a ripple effect through the Midland-Odessa area, as other institutions adopt ideas from Family Science Night.

Until recently, the museum's former education director, Stacie Hanna, organized the individual programs, working closely with volunteers who range from Chevron retirees to local graduate school students. Hanna stressed the vital role played by Greg Hinterlong, a geologist in Chevron's Midland office who has been involved with Family Science Night since 2000.

Dressed in a white lab coat and red bow tie, the rumple-haired Dr. Petro, as Hinterlong is known on Family Science Night, adopts an accent as he imitates Albert Einstein. The father of five children, Hinterlong has long experience in helping children with their homework. At the museum, he demonstrates consistent ingenuity in finding practical examples for scientific concepts. "If you can get science back to something people relate to, they'll remember it," said Hinterlong.

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*It's never too early for young people to get that spark that will carry over through their lives – the spark of learning and loving science.*

### **Greg Hinterlong**

Geologist  
Chevron Midland

During an experiment on air pressure, Hinterlong stressed that movies of space travel rarely match real science. To make his point, he placed marshmallows in a vacuum chamber so that they expanded to the size of a drinking cup. When he let out the pressure, the marshmallows quickly shrank to their original size. "This is what would happen to you in space," he explained to his audience.

"You have to debunk a lot of false notions people have about the way things work," said Hinterlong. "A bunch of elementary school kids thought that gasoline was pumped directly from service stations that sat on top of oil wells. We explained how it really worked and gave them experiments where they could interact with the process of discovering and refining oil."

The learning experience offers many benefits for children - and even adults - who attend Family Science Night. Hanna said, "Getting kids excited about science leads to more logical thinking and helps turn them into responsible adults."

An additional benefit for the young people - and for Chevron - is that it may motivate them to continue their science education and eventually qualify for work in fields like the energy industry.

"It's never too early for young people to get that spark that will carry over through their lives - the spark of learning and loving science," said Hinterlong. "That's one of the reasons Chevron is so supportive of science and math education programs."

# Tablet Computers Help Students Improve Learning Skills



*By providing tablet computers to all 7th and 8th graders in the Van, Texas, Independent School District (ISD), Chevron has helped to transform the students' educational experience - making them more engaged, more collaborative and better students. The introduction of 21st-century technology was particularly dramatic in an area that previously lacked Internet access.*

The \$100,000 grant, made in October 2013, continues Chevron's long-term partnership with the Van ISD. In 2001, the company funded the construction of a distance-learning - or video conferencing - facility for the district. In 2011, Chevron contributed \$50,000 to improve the distance-learning lab (now known as the Chevron Center) and establish a second lab in the district. The 2013 contribution was geared to improve the students' learning of science, technology, engineering and math (STEM) by allowing access to previously unavailable educational resources, while also equipping students with the skills to use world-class technology. The district matched Chevron's contribution by installing a secure, district-wide wireless Internet to support the use of the tablet computers in the classroom and in the students' homes.

"Last October 18, when they all received their tablet computers, was like Christmas Day for our students," said Dr. Donna Wallace, deputy

director of Curriculum & Accountability at Van ISD. "More than one-half of them come from economically disadvantaged families, and this represented a very special gift for them."

The tablet computers provide the students with greater mobility, enabling them to conduct research wherever and whenever it is most convenient for them. It has also added flexibility in how students learn and how they present what they learn. For example, when a class was

**\$100,000**  
grant continues  
Chevron's long-term  
partnership with the  
Van ISD.



studying body parts, the shyness of a couple of the students was alleviated because they were able to record their lesson and present it directly over the tablet computer rather than having to address the class directly.

The students have benefited from the support of teachers, parents and other community members who have all been trained in use of the tablet computer as part of the Chevron grant. As of February 2014, teachers had received between 20 and 25 hours of instruction, and about 800 parents and community members had also been trained in the use of the tool.

“The tablet computers have increased parental involvement to a degree that we didn’t expect,” said Dr. Wallace. She recounted one instance when a parent called the school on behalf of a student who was at home with a cold. “The parent asked us to upload his lesson so he could do it at home. That’s just one instance of how parents are understanding the power of the tablet computer.”

Another story involved a “Dad and Kid Day,” where a girl’s mother accompanied her to school because the father was on business in Afghanistan. By contacting the father using the Skype® service, the school enabled him to participate in the day’s learning experience as well.

The first months’ experience has been overwhelmingly positive, as test scores have gone up along with attendance. “One of our goals at Van ISD is to push for college and

post-graduate education, and this is a jump-start to what we are trying to accomplish,” said Superintendent Don Dunn.

The district has ambitious plans for the tablet computer. By 2015 the devices will be made available to all students in 6th through 10th grades. “It is our goal and intent to place a tablet computer in the hand of every Van ISD student, from kindergarten through 12th grade, within four years,” said Superintendent Dunn.

He added, “On behalf of everyone, I would like to thank Chevron for not only their donation but also for the commitment and dedication to seeing our students in the district succeed.”



*Tablet computers have transformed the way Van ISD students study and conduct group projects (top left, top right). Teacher training has expanded the technology’s impact (bottom).*

Skype is a federally registered trademark of Microsoft Corporation.

# Colorado Program Is Raising Reading Skills



*Raising a Reader from Aspen to Parachute, an early literacy program working with mostly low-income children in 10 Colorado communities, is achieving an impressive success record. By kindergarten, children who participated in the Chevron-supported program are scoring 10 points higher than non-Raising a Reader (RAR) children.*

During the last school year, read-aloud time among low-income RAR families increased by

**22 percent**

And by third grade, children with an RAR background and support from the Colorado Preschool Program (CPP) significantly outscored non-RAR/CPP children in literary proficiency. "This is an indication of progress in comprehension, story sequence, the picture/story relationship and other key fundamentals," said Rick Blauvelt, executive director of Raising a Reader.

These statistics tie closely to others that track parental involvement. For example, during the last school year, read-aloud time among low-income RAR families increased by 22 percent. While reading stories with their young children, parents reported a 23 percent increase in the number of times the child took the initiative to "read" the story to the parent through memorization or pictures.

*Above: Ashley Melton reads a book from the Raising a Reader book bag to stepdaughter Natalie Long.*

"If kids haven't gained reading skills by third grade, the chances are they'll never catch up," said Blauvelt. "That's why it's essential for us to reach as many children and parents as we can."

Working with preschool children from infancy to age five, the program provides books and guidance that enable parents to read to their children at home. RAR grew out of studies that identified an achievement gap in language processing skills among children in poorer socioeconomic families.

"The studies found that the emotional attachment of a child who reads with a parent carries over into subsequent success not only in reading proficiency but in personal growth," said Blauvelt. "Our experience has proven that you need to hear language to learn it."

Founded in 2004, RAR has been helping children "hear language" for the past 10 years. The organization's core program involves 2,000 preschool children who receive a weekly allocation of books through local school districts, Head Start or Early Head Start programs or any of four mobile classrooms (named Gus the Bus and El Busesito). The

*If kids haven't gained reading skills by third grade, the chances are they'll never catch up.*

**Rick Blauvelt**  
Executive Director  
Raising a Reader

buses are linked to RAR's outreach program for children who do not attend preschool but whose parents have agreed to read to them at home.

The program helps to ensure the involvement of parents through family literacy events and other parent workshops. "Most parents work and are tired at the end of the day," said Blauvelt. "We've found that extensive parent training on the techniques of building early literacy skills is absolutely necessary to helping them establish the routines necessary for reading with their children."

*continued on page 14*



*Pre-school youngsters discuss the weekly selection of books in their Raising a Reader book bags with teacher Amanda Long at the Colorado Mountain College pre-school in Rifle, Colorado.*



Teacher Amanda Long works on reading skills with young students (left to right) Marbella Aguire, Connor Hughes, Emeliano Lozano and Jocelin Serna.

*continued from page 13*

The program's target area between the cities of Aspen and Parachute is mostly within Garfield County, where 57 percent of children live in poverty and where a large proportion of the parents speak English as a second language.

The program gains valuable support from community volunteers who come to classrooms each month to read to children. "The kids love having story time with these volunteers, who include fire commissioners, ranchers, local educators, policemen and bankers. The kids really perked up when a guy with a sheriff's badge read to them and talked about his experience," said Blauvelt.

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Each year, the RAR children go on field trips to area libraries where they receive blue book bags that they may keep. The program's partnership with the libraries is important, since the children also get their own library cards and the encouragement to make their own choice of library books.

The success of RAR has spurred a new initiative in Parachute involving 155 children in kindergarten and first grade who receive weekly book bags with a different mix of age-appropriate, read-alone titles. Kindergarten and first grade teachers requested the program because they were concerned that many parents did not understand their role in supporting their children's reading development.

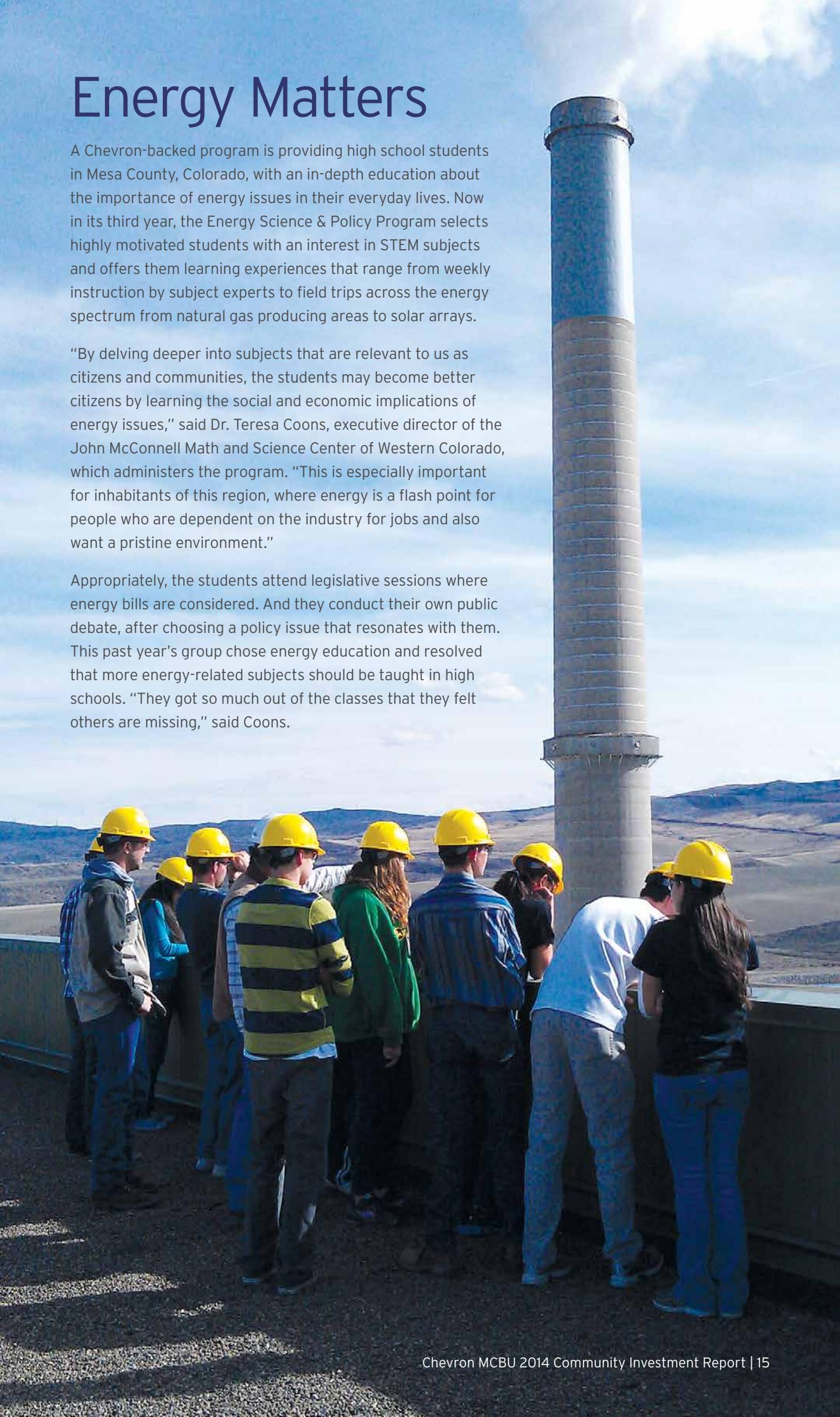
Blauvelt and his staff are currently working with school administrators to expand the program into additional school districts.

# Energy Matters

A Chevron-backed program is providing high school students in Mesa County, Colorado, with an in-depth education about the importance of energy issues in their everyday lives. Now in its third year, the Energy Science & Policy Program selects highly motivated students with an interest in STEM subjects and offers them learning experiences that range from weekly instruction by subject experts to field trips across the energy spectrum from natural gas producing areas to solar arrays.

“By delving deeper into subjects that are relevant to us as citizens and communities, the students may become better citizens by learning the social and economic implications of energy issues,” said Dr. Teresa Coons, executive director of the John McConnell Math and Science Center of Western Colorado, which administers the program. “This is especially important for inhabitants of this region, where energy is a flash point for people who are dependent on the industry for jobs and also want a pristine environment.”

Appropriately, the students attend legislative sessions where energy bills are considered. And they conduct their own public debate, after choosing a policy issue that resonates with them. This past year’s group chose energy education and resolved that more energy-related subjects should be taught in high schools. “They got so much out of the classes that they felt others are missing,” said Coons.





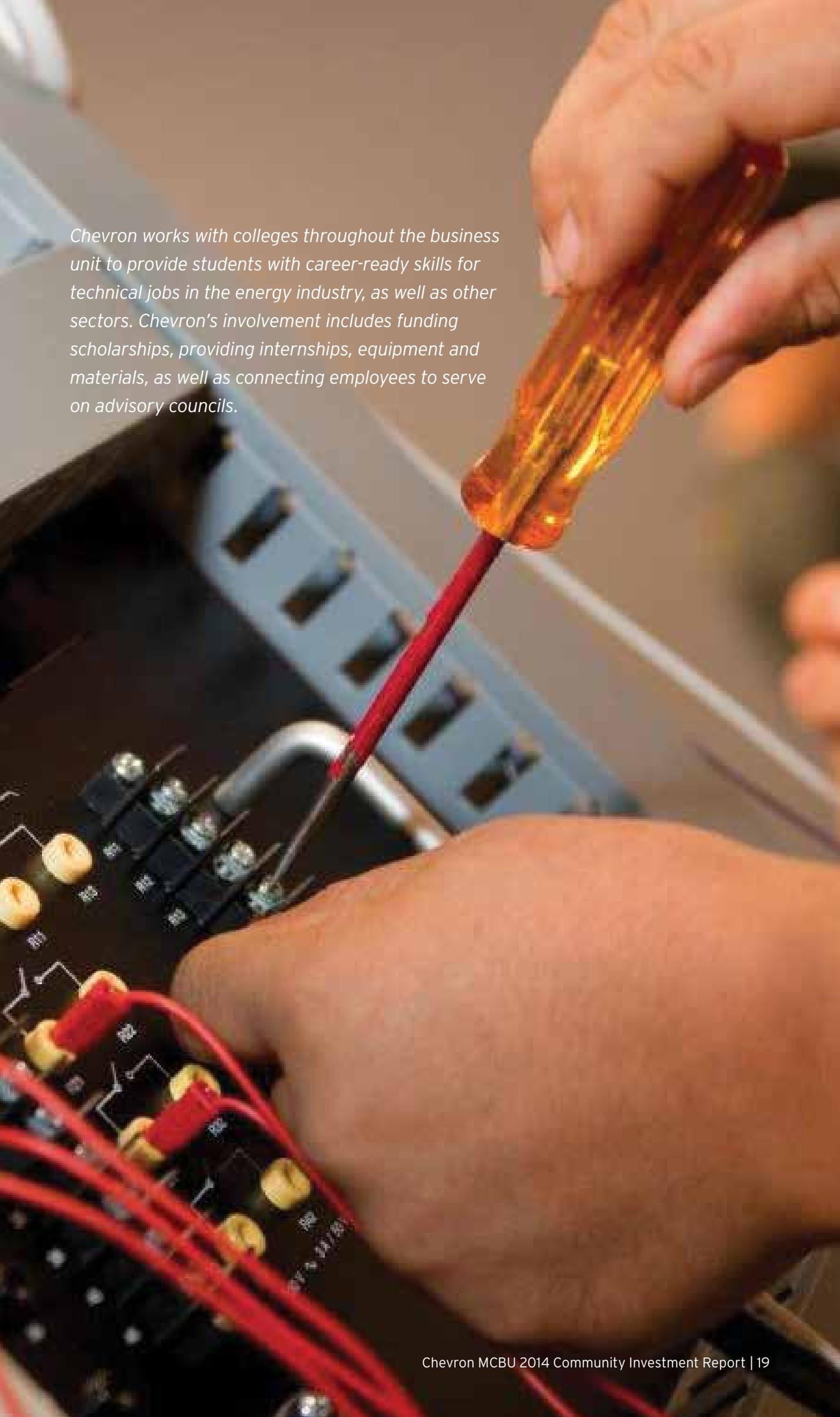
# Economic Development





People everywhere crave economic opportunities that will help them achieve stability and prosperity. By providing career and vocational training in many of the communities where we have a presence, Chevron helps people develop the skills to connect with jobs in greatest demand. We also provide jobs, support local small businesses, and promote equality and economic empowerment for women. Through our investments, we help create stable environments and increase the overall prosperity of communities.

In the Mid-Continent Business Unit, where the economic health of communities varies greatly, our investments range from supporting education and training through colleges and universities to helping communities build the capacity to create a diverse and sustainable economic climate.



*Chevron works with colleges throughout the business unit to provide students with career-ready skills for technical jobs in the energy industry, as well as other sectors. Chevron's involvement includes funding scholarships, providing internships, equipment and materials, as well as connecting employees to serve on advisory councils.*

# Take 2 Program Drives Changes in Texas Communities



Dolores Baeza, commercial truck driver license graduate.

*Chevron's Take 2 program is providing job training to scores of low-income residents of Midland and Odessa, Texas, helping them to break the cycle of poverty by gaining employment in high-paying areas such as truck driving and nursing. The program grew out of the recognition that skills training could enable socioeconomically disadvantaged women and men to cope with a local skyrocketing cost of rent and other basic needs by preparing them for jobs that are in great demand.*

The program was created in 2010 in partnership with Casa de Amigos, a respected nonprofit organization in the Midland community. In its first three years, Chevron's Mid-Continent Business Unit invested some \$385,000 to support approximately 600 Take 2 clients. After obtaining commercial truck driver licenses (CDL) or other certifications, the bulk of the former students have moved into jobs that pay on average four times more

than they were previously earning – an increase of more than \$3 million in wages. More than half of the graduates have been women, a target group for the program.

Dolores Baeza is one of the program's many success stories. A resident of Odessa, she was working at Dairy Queen while living in a homeless shelter and having her children stay with her mother. After she was accepted in the Take 2 program, she attended Odessa College's

professional truck driver training program. The course entailed 200 hours of classroom work and extensive behind-the-wheel training.

Her studies quickly paid off with a job driving an 18-wheeler for Texas Energy. "Originally driving a big truck was a tough challenge, but since then I've mastered it and gone on to train others," said Baeza, who has moved on to become a supervisor at the company. "Now, when I relieve a driver of one of those big trucks, it's just like riding a bike."

Baeza's current take-home pay of over \$60,000 a year is more than four times what she made at Dairy Queen. She appreciates the help she's gained, and said: "It's a great feeling knowing there are companies like Chevron that will take the time to help people like me better themselves in life."

Consistent with Casa de Amigos' slogan, "Helping People Help Themselves," the program has many other success stories. They include truck drivers (the largest group of graduates) like Carl North of Odessa, who was delivering pizzas at age 60 before he was accepted into the CDL driving course. Now, as a licensed truck driver, he's started saving for retirement. Still other Take 2 recipients have received degrees in nursing, law enforcement, respiratory therapy and other skills.

In addition, roughly another 500 people have received indirect benefits, either as family members or individuals who have gained counseling and other job-related services under the program. Josefina Samaguey, Casa de Amigos' program coordinator for the Take 2 Job Skills Training Program, stated: "Most of our clients initially know they need a change but don't know how to go about it. So, we help them in various ways, such as advising them on the college process, working with them on their Pell Grants, and sitting with them in the computer lab while they learn how to do things for themselves. The program helps them in many areas, including independence, job security, benefits and self-esteem."

MCBU invested nearly  
**\$385,000**  
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Take 2 clients

The program strengthens the communities in which Chevron does business by helping provide pathways to education and employment opportunities. At the same time, it increases the capacity of service companies that Chevron and others employ to move rigs and fracturing equipment and transport water and crude oil.

Through Take 2, everyone benefits.

Approximately

**500** people

have received indirect benefits, either as family members or individuals who have gained counseling and other job-related services under the program.

Take 2 has also served as a model for community partnering. While Chevron helped create and fund the program, many local nonprofits have added support to the Take 2 students by paying for such critical needs as rent, food and utilities. Sonia Lopez, case manager for Workforce Solutions Permian Basin, said: "By splitting the cost of various services with Casa de Amigos, we can serve many more people. Chevron's involvement has been a big help to both us and to the community."

# Supporting Classroom Learning for Future Employees

Our Mid-Continent Business Unit (MCBU) is helping to build a future workforce by supporting energy-related academic programs at many colleges where we operate. To help the students develop skills and knowledge of our industry, Chevron employees who are subject matter experts (SMEs) often serve on the colleges' advisory boards and act as mentors.

In 2011, Chevron supplied both financial support and guidance when Odessa College in Odessa, Texas, initiated a new instrumentation and process control technology program to train highly skilled technicians for the energy industry.

"Chevron led the effort to bring the industry expertise and technical support needed to comprise an advisory committee, design a curriculum regimen, purchase the right equipment and hire a qualified instructor," said Ian Roark, executive dean of Career, Technical & Workforce Education at Odessa College.

Greg Yoxsimer, Human Resources business partner for MCBU, explained the program's

*The nature of work in our industry has changed. You can't just hand people the tools now. Our workers typically start with a laptop and a voltometer, and they need a greater skill set.*

## **Greg Yoxsimer**

Human Resources business partner for MCBU



*Odessa College student Amgad Abdel Kader conducts an experiment in Odessa College's instrumentation lab.*

importance to Chevron and other energy companies: "The nature of work in our industry has changed. You can't just hand people the tools now. Our workers typically start with a laptop and a voltometer, and they need a greater skill set. Colleges like Odessa provide those skills, which is why we've hired at least 12 new employees from their program."

In 2013, Chevron contributed an additional \$500,000 in support of the instrumentation program. The company also provides internships and scholarships to Odessa students to facilitate their learning and help with their financial needs.

In addition, Chevron and Odessa College will both benefit from a \$981,498 grant made in 2013 by the Texas Workforce Commission Skills Development Fund. The grant will be used to establish a standardized capacity-building program at Odessa College, which will support training for 250 existing Chevron employees and 142 new hires.

"The level of genuine support that Chevron has given our students, college and community is rare," said Roark. "At Odessa College, we are all about improving the quality of life for our students and their families as we help them reach their college and career dreams. Partners like Chevron make fulfilling that mission more possible for more people."

## Supporting Production Technology in Wyoming

At Western Wyoming Community College in Rock Springs, Wyoming, MCBU supports a two-year production technology course designed for future energy industry lease operators or field specialists. To encourage a hands-on approach to our business, Chevron has donated the equipment for a simulated oil field, including pumps, tanks, pumping units and cut-outs of other production operations. The company also contributes \$10,000 each year toward scholarships at the college.

Murray Hartford, operations supervisor for MCBU, serves on the college's advisory board and was involved in establishing the curriculum for the program. He also periodically talks to the students, covering topics ranging from the all-important concern for operational safety to the benefits of Chevron as a potential employer.

"It's been a very successful program," said Hartford. "When students come to work for us following their graduation, they're so far ahead as they move from the cut-out version to the real thing."

MCBU also supports and recruits future employees from petroleum technology programs at Panola College in Carthage, Texas, and at Western Texas College in Snyder, Texas. The programs include classroom lectures, seminars, visits by and to mentors, and field site visits where students may work alongside industry professionals from oil and gas production, pipeline, gas compressor operations and other specialties.

Other colleges with which the business unit maintains workforce development programs include San Juan College in Farmington, New Mexico; New Mexico Junior College in Hobbs, New Mexico; Williams Regional Technical Training Center in Ft. Stockton, Texas; Western Colorado Community College in Grand Junction, Colorado; and Colorado Mountain College in Rifle, Colorado.

"These programs represent a win/win for the colleges and for Chevron," said Mitch Mamoulides, manager, Midland/Delaware Basin. "We invest in a future workforce that's knowledgeable and enthusiastic about our industry. And we're fortunate in having many of them become Chevron employees."



*Hands-on education prepares students for the equipment they may encounter in the workforce.*



# Health



The health needs of our workforce and local communities where we operate are important to Chevron. Healthy people create healthy communities, and healthy communities are good for businesses, large and small. We partner with employees and their families, community programs and health organizations in education, prevention and even treatment.

Here in the Mid-Continent Business Unit, our health investments are guided by the needs of local communities. These range from addressing specific health issues to increasing the capacity of the medical system through education, training and other resources. In these pages, you will learn about three specific programs that are making a difference.

# Reducing Teen Pregnancy in New Mexico

In 2010, Lea County led the state of New Mexico in teen pregnancy. That year, Chevron embarked on a partnership with My Power, Inc., a non-profit organization that has helped to reduce teen pregnancy by empowering girls to reach their full potential through a range of enjoyable social and learning experiences. These activities are geared to help the girls set goals, make wise choices and succeed academically.

My Power has ramped up three quality programs: mentoring circles for more than 200 5th grade girls; a middle school edition, for which more than 300 6th to 8th grade girls registered in 2013-2014; and Quantum Leadership Camps, at which some 600 middle school girls have participated in exciting life skills and academic strategy activities since 2010.

Within the program's first two years, Lea County dropped to fourth in teen pregnancies. And in 2013, the county's Hobbs Municipal Schools recorded a 14-year low - with no pregnant middle school girls. Part of the success results from the schools' adoption of a My Power-supported Abstinence PLUS program, under which science and health instructors teach factual information.

"Chevron's support for the My Power program is consistent with our commitment to use our resources to ensure that communities are better able to build long-term prosperity by pursuing healthy behaviors," said Nick Moschette, operations supervisor in the area.



*Savannah Acosta, Lisbeth Ruiz and Savana Munoz take a break during a My Power Mentoring Circles program.*

# Simulation Helps Students Develop High-Tech Medical Skills



*TTUHSC students practice chest compressions on high-tech mannequins in the Chevron Operating Room Suite.*

*At a Chevron-supported medical center in Odessa, Texas, high-tech mannequins and other sophisticated simulation techniques are helping to prepare students for the real-life challenges that await them as health care professionals. The simulation center, which opened in November 2013, is part of Texas Tech University Health Sciences Center's (TTUHSC's) Medical Center Hospital.*

“By supporting the new simulation center, we recognize its capacity to help advance student learning in an area of the country where medical care is in short supply,” said Dolores Vick, public affairs team lead. She added that the program is targeting Odessa and the 17 surrounding counties of the Permian Basin, most of which are rural and under-served by physicians and other caregivers.

The simulation center offers a range of realistic health care environments designed to help

students acquire the competencies necessary to provide safe, culturally sensitive, quality patient care and transfer these competencies to actual care settings.

Simulation technology training includes authentic health care environments – such as an operating suite, procedure room or scrub room – in which technologically advanced equipment, mannequins, simulators and supplies help to facilitate the students' learning experiences. The simulators in the advanced

patient simulation area are completely wireless and self-contained with both pre-recorded and live sounds.

The simulators enable the students to obtain heart and lung sounds, electrocardiogram and oxygen saturation readings, as well as pulse and respiratory rates and blood pressures. Working with simulated patients who may be portrayed as healthy, acutely ill or chronically ill, the students have the opportunity to improve their critical thinking, technical and communication skills, and ultimately become better decision makers.

The center includes a Standardized Patient Area in which part-time employees simulate a set of symptoms or problems of real patients, based on their training. Working with these “standardized patients,” the students have the opportunity to evaluate and assess their health needs.

All rooms are equipped with advanced patient simulators, and those used for standardized patient experiences are equipped with advanced digital audio-visual (AV) technology and software that captures the students’ AV performance. This captured data includes post-analysis reports, which are Web accessible to both faculty and students as appropriate. In addition to data storage, the AV system provides quantitative statistics and maintains a centralized portfolio of each student.

More than  
**200** students  
from TTUHSC at the  
Permian Basin will use the  
simulation facility during the  
2013-2014 academic year.

The procedure room currently accommodates systems that simulate the fundamentals of laparoscopy and provide robotic mentors for gastrointestinal and gynecological procedures. These mentors enable the medical students and residents to experience a range of complex surgical procedures in a safe environment. When used during simulated surgery, they provide the students with surgical tools that

enhance the true-to-life feel of tissue resistance and other tactile experiences.

The center also contains authentic simulated hospital patient and clinic examination rooms to represent the patient care environment of a surgical unit or long-term care facility. An anatomy table provides 3-D visualization that supports learning and competency evaluations.

*By supporting the new simulation center, we recognize its capacity to help advance student learning in an area of the country where medical care is in short supply.*

**Dolores Vick**  
MCBU Public Affairs Team Lead

More than 200 students from TTUHSC at the Permian Basin will use the simulation facility during the 2013-2014 academic year. Other community health care professionals will also use the center for training purposes, including Medical Center Hospital, Odessa Fire/EMS and other area agencies. These community health care providers use the center for training and reinforcement of clinical skills to help promote better quality health care to the people of the Permian Basin community.

Shannon Cannon, professor and regional dean of TTUHSC’s School of Nursing, described the value of the simulation training for one group of students: “In the school of nursing, we rely heavily on using simulation in our undergraduate and graduate programs. Currently, we have 106 students who will be using simulation to enhance their clinical skills. In some areas, clinical availability is very tight, so schools of nursing have moved to doing as much simulation as will be allowed by our professional regulatory agencies.”

Chevron’s support for the simulation center is consistent with the company’s commitment to improve the health of people in areas where we do business and build workforce capability. “The project helps to demonstrate Chevron’s desire to make a difference in an area where the intense development of the Permian Basin has created a strain on health care services,” said Vick.

# Reducing Suicide in Mesa County

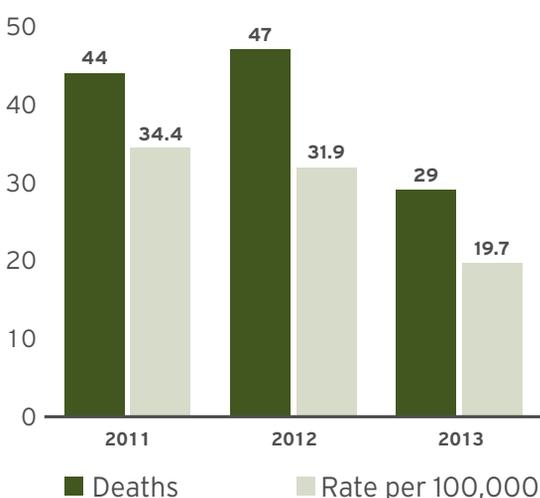
*An area of great natural beauty, Colorado's Mesa County suffers from a darker reality cast by an alarmingly high rate of suicide. In 2011, the county had the second highest number of suicide deaths in the state. And though the number has dropped during the past two years, it still weighs heavily on county residents.*

To combat this problem, Chevron is partnering with the Western Colorado Suicide Prevention Foundation to promote greater mental and emotional fitness in the workplace. The foundation identified the workplace as a target area after conducting extensive research, which indicated that most of the people who committed suicide during 2011 were employed at the time of their deaths.

"This research refuted the notion that large numbers of people commit suicides because they've lost their jobs," said Karen Levad, the foundation's executive director. "We realized that the key component wasn't job status but depression. This also happens to be a part of the country with a significant lack of health resources and a lot of rugged individualists who tend to be averse to seeking therapy."

Business leaders proved highly receptive to developing a program of suicide awareness among their workers. "They felt the term 'mental fitness' would be more palatable to their employees," said Levad. "So we developed a plan, which combined existing resources as well as some of our own."

Suicide Rate in Mesa County



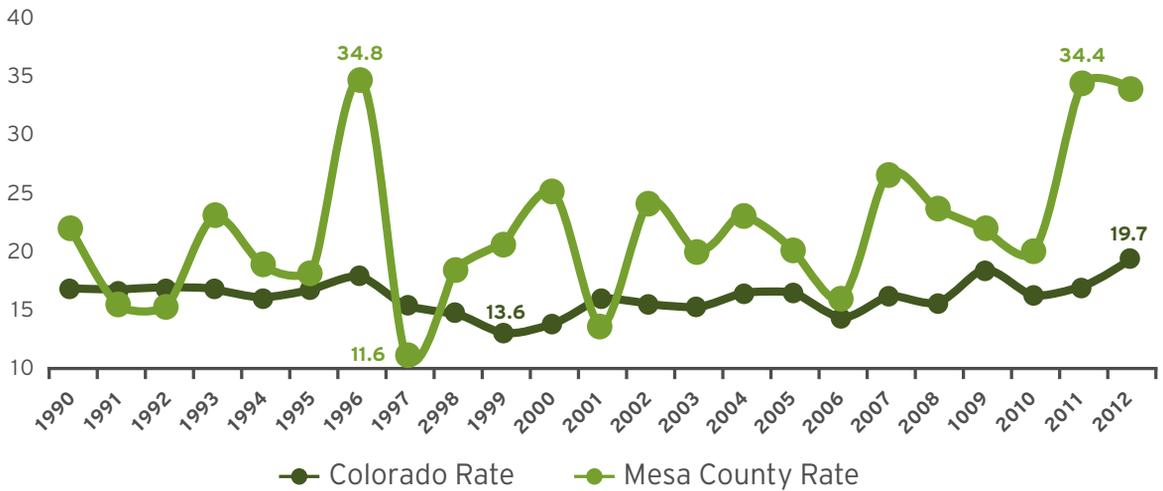
*Our message is that if someone has the danger signs of a potential suicide, the family should put its guns out of reach until the crisis passes.*

**Karen Levad**  
Executive Director  
Western Colorado Suicide  
Prevention Foundation

Employers are being offered a variety of tools ranging from supervisor training to stress management and relaxation skills courses for employees. The mental fitness messages will be distributed on posters, emails and other in-house communications systems.

## Suicide Rate (Age-adjusted) for Colorado and Mesa County

Rate per 100,000



2011 Suicide Rates	Rate per 100,000	Deaths	Estimated Attempts*
National	12.4	38,364	950,000
Colorado	17.4	865	22,000
Mesa County	34.4	44	1,000

Sources: American Association of Suicidology; Colorado Office of Suicide Prevention; Mesa County Coroner's Office.

\* According to a 2010 SAMHSA study, for every suicide death, an estimated 25 people attempt suicide.

The goal will be to bring psychologically healthy practices into the workplace and enable employees to recognize problems that may trigger suicidal behavior. "We're working closely with employers so they know what's available to encourage growth in mental and emotional fitness among their employees," said Levad.

Levad expressed optimism about the prospect of making a positive difference in the region. "Mesa County is a unique place," she said. "A mountain valley of about 150,000 people, it's small enough to be manageable. We have good contact with the media and a collaborative spirit in the region."

The foundation is extending its anti-suicide outreach to a broad spectrum of the community. Working with school districts has involved consulting with teachers and parents as well as paying for up to eight therapy sessions for troubled young people. Among its many other initiatives, the foundation also works with the medical community to organize a spring symposium on depression and suicide.

One enduring challenge stems from the high number of firearms involved in Mesa County suicides. From 2004 through 2011, firearms were involved in 75 percent of the suicide deaths in Colorado. During the past two years, the rate has dropped to 54 percent. But the pattern continues to be troubling.

The foundation has also conducted a pilot program to encourage public awareness among gun owners, who represent a large proportion of county residents. "Our message is that if someone has the danger signs of a potential suicide, the family should put its guns out of reach until the crisis passes," said Levad. "We've also identified neighborhoods with the highest numbers of guns and made the argument that safe storage makes sense."

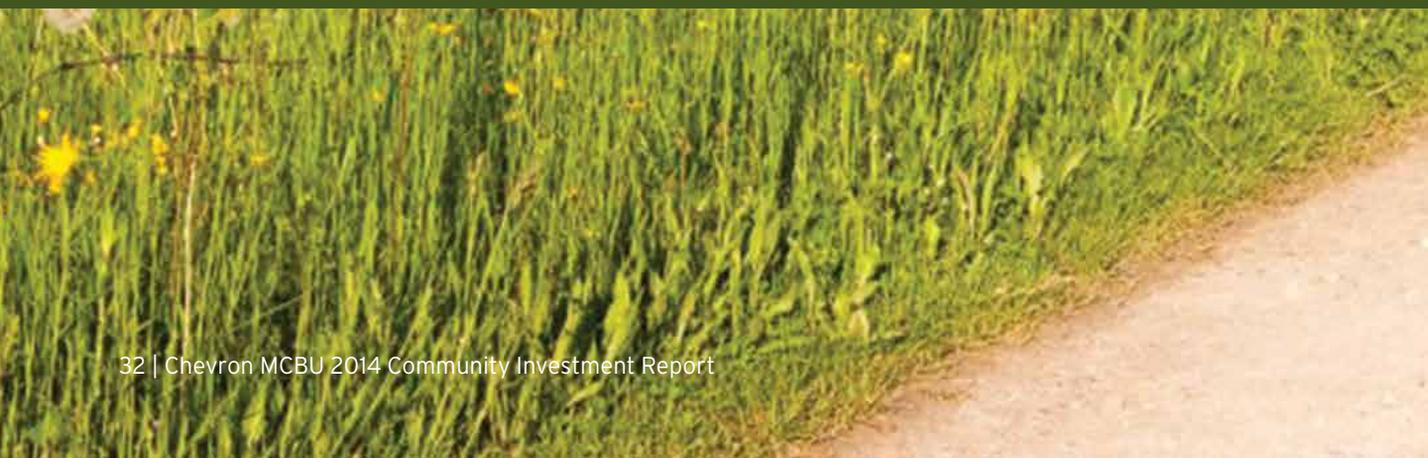
Through its multifaceted approach to suicide prevention, the foundation aims to reduce the stigma too often associated with depression. Instead, it encourages people to learn the risk signs of potential suicides and teaches a more resilient approach to individuals experiencing trauma or stress.

The workplace wellness program may serve as a benchmark for dealing with potential suicides in Mesa County. "With a three-year budget, we'll be able to evaluate our progress, then discern next steps and hope that the program becomes not just an 'initiative' but a respected part of the community – and a model for future mental fitness programs," said Levad.

Chevron's sponsorship of the program illustrates the company's focus on supporting healthy behavior among our employees and in the communities where we operate.



# Environment





Developing the energy supplies needed around the globe is often conducted in geographically and technically challenging settings. Regardless of difficulty, Chevron's core focus is on protecting people and the environment wherever we work. We understand and agree with our stakeholders that environmental stewardship and performance must be demonstrated consistently to maintain the public's trust. We continually seek to identify and implement opportunities to improve our environmental performance.

From our everyday actions to major capital investments, we are dedicated to making the right decisions for the environment. Beyond our operations, we value the environmental work being done by many types of organizations in local communities. Their work ranges from helping to protect water supplies to supporting environmental education and natural resource research. Here are just a few of the programs Chevron supports.



# Managing Dwindling Water Supply From Colorado River

*As a founding member of the Water Center at Colorado Mesa University, Chevron is helping to confront the growing challenge of balancing water supply and demand in the Upper Colorado River Basin. Since its inception in 2011, the Water Center has supported the basin's health by conducting research, holding symposia and workshops, and engaging in education and awareness campaigns.*



“For more than 10 years, water use from the Colorado River and its tributaries for farms and cities has exceeded inflows from rain and snow,” explained Water Center coordinator Hannah Holm. “The future poses a greater challenge as current models project a decline in average natural flows of 9 percent in the Lower Colorado River Basin by 2050.”

Compounding the challenge is the fact that both the upper and lower basins both rely on the Colorado River for the bulk of their water. A 1922 compact established the ratio of water to which each basin would be entitled.

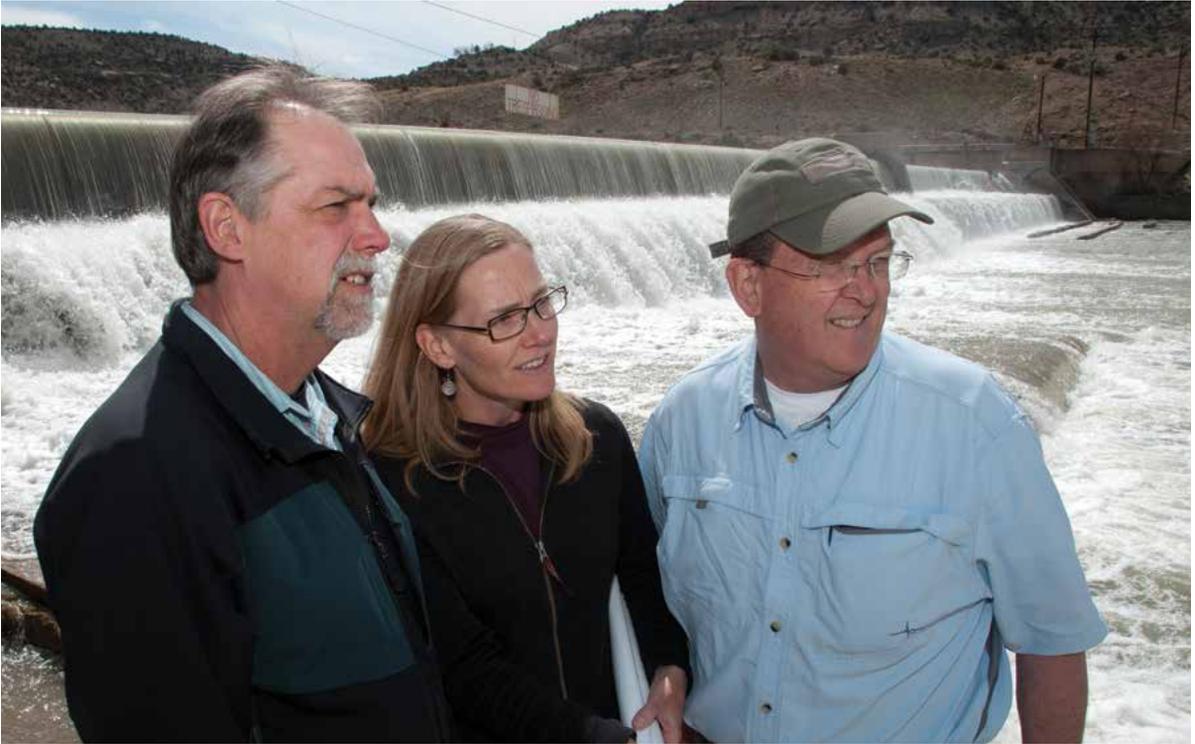
Against this backdrop, top water officials and residents of the Upper Basin are taking steps to ensure that they develop their share of the needed water. Water Center-organized events such as the third annual Upper Colorado River Basin Water Conference, held in November 2013, addressed potential solutions such as curbing urban demands, enhancing agricultural efficiency, and protecting flows to serve environmental and recreational purposes.

Holm noted that there are many initiatives to help maintain water supplies. For example, Holm said, “Farmers and conservation advocates are working together to fix leaky canals and headgates in order to improve water management options for farmers while improving streamflows for fish and recreation projects.” Habitat restoration projects and more efficient use by urban homeowners are other small-scale projects that are helping.

Holm said there are encouraging signs that the “principal players can work together to identify options.” She pointed to a study by Upper Basin officials, which is applying rigorous analysis on the reliability, financial cost and environmental implications of various options that might add to supply while curtailing demand. The Water Center provides a respected forum for these and other critical water issues.

*continued on page 38*





Left to right: Rick Brinkman, manager, Grand Junction Water Services; Hannah Holm, water coordinator, Water Center at CMU; and Greg Trainor, chairman, Water Center Advisory Council.

*continued from page 37*

Chevron's support has included sponsoring a course at the Water Center to help Upper Basin communities understand and address emerging water challenges. "Water is one of the most critical issues facing the West, and we at Chevron believe that the best solutions will come from sound science, education and collaborative decision making - all of which are fostered by the Water Center," said Michael DeBerry, Chevron's Rocky Mountain Area manager.

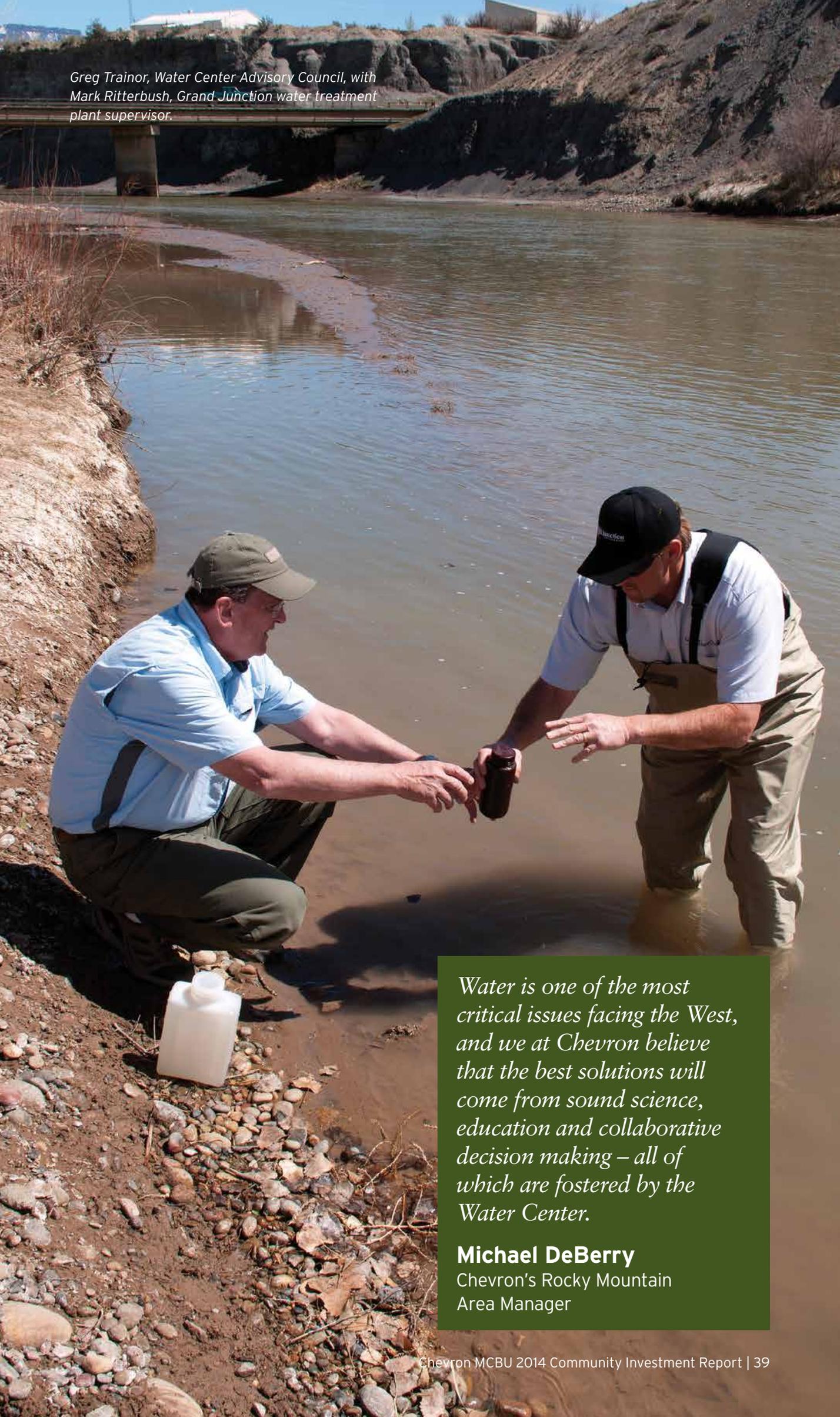
The center is also backing programs that reach a wider audience. For example, it is supporting a documentary film that tells the story of the Grand Valley and how its relationship to the river has changed over time. Showings of the film will stimulate panel discussions that reinforce the river's importance.

The center's regular lecture series also provides many perspectives on the central role that the river plays in the Upper Basin. One recent speaker was Kim Fedarko, author of *The Emerald Mile*, which recounted the experience of boatsmen who tried to set a speed record during a time when the Colorado River was flooding. The lecture gave the center the opportunity to reach a broader audience by "providing information about the river but not being too wonky," said Holm.

Current models project a  
**9 percent decline**  
in average natural flows  
in the Lower Colorado  
River Basin by 2050

As author of "Water Lines," a weekly newspaper column with a wide readership, Holm sometimes employs dramatic examples to underscore the urgency of balancing water supply and demand. In one recent column, she wrote: "Is the Central Arizona Project, a 336-mile-long system of canals, pipes and pumping stations that carries water from the Colorado River to farms and cities all the way to the southeastern corner of the state, destined to become the world's longest skateboard park? Do mountain hay fields have a future, or will their water ultimately be siphoned off by money and votes to growing cities?"

Her article provides an optimistic answer to the area's water needs, reflecting the initiatives of the Water Center and growing public concern about the vital human need for ample fresh water.

A photograph showing two men in a river. One man is crouching on the rocky bank, and the other is standing in the water, handing a dark bottle to him. A white jug is on the ground. In the background, there is a bridge and a rocky cliffside.

Greg Trainor, Water Center Advisory Council, with Mark Ritterbush, Grand Junction water treatment plant supervisor.

*Water is one of the most critical issues facing the West, and we at Chevron believe that the best solutions will come from sound science, education and collaborative decision making – all of which are fostered by the Water Center.*

**Michael DeBerry**  
Chevron's Rocky Mountain  
Area Manager



# Beautifying the Bear River

More than 20 years ago, Chevron became the first major corporate sponsor to support the rehabilitation and development of the Bear River Greenway, which met an important community and environmental goal for the city of Evanston, Wyoming. A ribbon of public open space, the Greenway became a prized recreational facility and spurred an ongoing initiative to restore and improve the Bear River and its surrounding area.

Beginning in 2007, the Greenway became the site of the BEARiverFest, an annual festival, which Chevron helped to support. With its theme of "Art, Water and Music," the festival featured kayak races, art booths, a children's fishing and crawdad catching contest, live bands, and fly fishing demonstrations.

This year, the company is supporting the BEAR (Better Environment and River) Project, an ambitious rehabilitation effort that is dedicated



## Preserving and Protecting Panola County's Groundwater

Chevron's partnership with the Panola County Groundwater Conservation District (PCGCD) is helping the Texas district preserve and protect its groundwater resources through an in-depth study of its current and future water levels.

Now in its early stages, the study focuses on the region's aquifers - the rocks or sediments that store and transport water underground. The study seeks to determine how much water is available, how the water moves and operates underground, and how much is being used currently and in the future.

Chevron has contributed data for the study by giving the district critical water logs that chronicle our company's water usage. The logs will be beneficial in mapping the geological layers of the Wilcox aquifer in Panola County.

"Chevron's donation and access to the company's water logs will help us continue toward the preservation of our most valuable natural resource," said PCGCD General Manager Leah Adams.

The mapping will help the district develop a monitor well system that will provide a picture of the aquifer's water levels over the next 50 years. The study will also enable Chevron and other energy companies to make business decisions on drilling for water, ensuring that the water resources will be available in the long term.

to improving the aesthetics of the Bear River, the quality of life in Evanston and the economic potential of Bear River Drive.

"The BEAR Project master plan is a vision of aesthetics and environmental quality within a framework of responsible community development," said Marilee Jackson, business manager of the Evanston Parks & Recreation District. "It is a vision that recaptures part of Evanston's past and offers a promise for the future."

*A participant in the 2007 BEARiverFest competed in the kayak race that was the festival's highlight.*



# Food Insecurity



Food Bank of the Rockies programs include a Kids Café, which last year served more than

**500,000**

**meals** to children at risk of hunger





Photos: (top) Wyoming Food Bank of the Rockies truck; (left) a client provided information at Lift Up, a food pantry in Rifle, Colorado; (far left) Chevron employees sort food at Western Slope Food Bank of the Rockies; (bottom left) Wyoming Food Bank of the Rockies truck; (bottom center) loading bags of food at Lift Up.

*Chevron's help has been critical. The number of clients we serve has tripled in the past few years, and we couldn't have met their needs without Chevron.*

**Joan Driver**  
 Program Director  
 The Fish and Loaves Food Pantry,  
 run by the Van Community Ministries



The After School Snacks program supplied more than **200,000** nutritious snacks for children in low-income neighborhoods

# Partnering to Relieve Hunger



*One in six Americans suffers from hunger. Worse still, hunger affects one in five children - the most vulnerable members of our society - impacting their physical health, mental capabilities and sense of well-being. Many of the communities in Chevron's Mid-Continent Business Unit are struggling with food insecurity. That's why we're donating to large and small organizations that are making a difference by distributing food to those who need it most.*

Chevron works with dozens of agencies across the United States' mid-continent region to provide desperately needed meals to hungry children and adults. The organizations vary widely, but are united in their dedication to feed those most in need.

The challenge of feeding hungry children, seniors and other at-risk citizens is acute in East Texas' Van Zandt County, a rural area with a high poverty rate and few social service agencies. The Fish and Loaves Food Pantry, run by the Van Community Ministries, has been serving the area for almost two decades.

Originally operating from two rooms in a church, the pantry struggled to meet local

needs and finally began a fundraising drive to construct its own building. Despite the economic downturn in 2008, the ministries received increased funding and volunteer support. But, by 2012, they remained short of being able to complete the building.

"At that point, the building lacked concrete walkways, and it felt like we were on a desert island," said Joan Driver, the program's director. "Worse still, we had no way of accommodating the disabled." Chevron's contribution of \$20,000 enabled the building to be completed and established a partnership between the company and the ministries.

A year later, Chevron doubled its previous investment, contributing \$40,000, which has served a range of needs – from better varieties and quality of food to new computers and trailers to transport the food.

“Chevron’s help has been critical,” said Driver. “The number of clients we serve has tripled in the past few years, and we couldn’t have met their needs without Chevron.”

### **Supporting Colorado Families**

Chevron’s support has been equally beneficial in other areas, including Colorado’s Western Slope. In each of the past four years, we’ve made grants of \$10,000 to the Western Slope Food Bank of the Rockies.

Praising Chevron’s support, Starlene Collins, director of the Western Slope Food Bank of the Rockies, said: “Generous financial contributions keep our refrigerators and freezers running, our delivery trucks on the road and our nutritious programs operating so we can keep feeding hope.”

In addition, large groups of Chevron employees volunteer their time each year around the Thanksgiving and Christmas holidays, sorting and packaging food, working in the dehydration room, and assisting in other ways.

The Western Slope Food Bank is an integral part of a larger organization, Food Bank of the Rockies (FBR), which obtains and provides food for 1,410 hunger-relief programs in its service

**46.5 million**  
pounds of food  
distributed, enough  
to provide more than  
106,000 meals each day

area. Collins added, “These programs are the front line between health and happiness versus hunger and despair.”

In 2013, FBR distributed 46.5 million pounds of food, enough to provide more than 106,000 meals each day. Their programs include a Kids Café, which last year served more than 500,000 meals to children at risk of hunger; After School Snacks, which supplied more than 200,000 nutritious snacks for children in low-income neighborhoods; and Totes of Hope, two programs that provided backpacks or tote bags filled with food to hungry children and low-income seniors.

“For many people, getting and staying healthy is the first step to escaping poverty and living independently,” said Christine LeLaurin, the Mid-Continent public affairs manager. “And freeing them from hunger is essential to healthy lives.”

### **Chevron’s support also goes to:**

- Wyoming Food Bank of the Rockies, which in 2013 distributed more than 8 million pounds of food through 240 agency partners.
- The Lord’s Storehouse, a food pantry founded in 1985, which feeds about 500 people per week in Evanston, Wyoming.
- ECHO Inc. (Economic Council Helping Others), which offers a range of services in Farmington and northeastern New Mexico, including an emergency food box program for individuals, a pre-school program, and a surplus foods program for non-profit organizations.
- Lift-Up, a non-profit organization in Western Colorado, which operates seven area food pantries and two Extended Table Soup Kitchens.
- Several Meals on Wheels organizations, including those in Midland, Pampa, Ozona and Crane County, Texas, and Rangely, Colorado, all of which deliver hot, nutritious meals to elderly, disabled and housebound people who qualify for the service.



# Volunteering







**1,100** employees

contributed their time, money and various services to food banks, cleanups, schools and other organizations



Photos: (top left) Delivering meals to senior citizens for Interfaith Ministries Meals on Wheels; (top center) making sandwiches to be delivered to SEARCH Homeless Services; (top right) Humankind volunteers at Houston Food Bank; (center) Houston Food Bank; (right) Houston Society for Prevention of Cruelty to Animals (SPCA); (bottom left) volunteers for Christmas in Action; (bottom center) Chevron volunteers helping with concessions at the Connie Mack World Series in Farmington, New Mexico.

Chevron employees donated approximately

**7,300** hours of their time

# Our Volunteer Spirit



*There are no boundaries to human misfortune and need. The hungry, the infirm, the bed-ridden live everywhere and can be uplifted by helping hands. Volunteers are part of the strong fabric of civil society, providing essential services during elections, working in hospitals and clinics, cleaning rivers and parks, and much more.*





*Another way to think about how important volunteers are is to think about a day when all volunteers didn't show up. So many projects and services would come to a standstill.*

At Chevron, we encourage our employees to give back to the communities where we live and work by making donations and volunteering. And our employees respond generously. Members of our Mid-Continent Business Unit contribute their time, money and various services to food banks, cleanups, schools and other organizations. They volunteer individually and in organized events with other employees. In 2013, more than 1,100 Chevron employees donated approximately 7,300 hours across the communities where Mid-Continent Business Unit operates. The Independent Sector, a network of charitable and philanthropic organizations, estimates the financial value of volunteering to be \$22.55 per hour, which indicates MCBU employees donated \$164,615 worth of time and effort to our community partners.

The employees' volunteer spirit serves another important function: It makes them proud of the company they work for. We applaud our employees' strong, vibrant volunteer spirit. And we recognize its vital role in Chevron's commitment to the communities that we call home.

*Photos: (top left) Tree farm at Historic Humble Oil Field, Houston, Texas; (top right) Meals on Wheels; (bottom left) Evanston Lords Storehouse; (bottom center and right) Christmas in Action.*



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