

Sent on behalf of the Integration Planning Teams

Thank you for continuing to be stronger than ever as you keep our business running safely and effectively. As we approach the October 2 special meeting for Noble Energy shareholders to approve the Chevron merger agreement and the anticipated merger close early in the fourth quarter, we wanted to provide a few updates.

In addition to the information provided in our [September 1 update](#), here are a few things you can expect in the near term.

Day 1

If the transaction closes before the final organizational designs are complete, we expect nearly all employees to move to Chevron while org designs are finalized. In most cases, reporting lines will remain the same on Day 1; if there are changes, those will be communicated as appropriate. Importantly, we are not changing the Noble Energy payroll approach, compensation or benefits at the time of closing. Unless you are departing at close, you will continue to perform your role as today, with the same IT systems and email address, and you will keep your Noble issued IT equipment at this time. For all employees, if you have a company-issued phone, that is yours to keep.

Organizational Design and Selection Process

The integration planning teams are actively working on organizational designs that integrate Noble's people and assets into Chevron, and we expect this process to be complete in mid-October. Once the org structure is determined, Chevron plans to make selections and strive to notify employees of their status by the end of October. It is too early to estimate how many positions will be impacted as a result of the integration.

The selection process will follow a similar approach to Noble's structuring and selection process in July. Needed positions will be filled by a team of representatives from both Noble and Chevron who are knowledgeable about both the employees and the requirements of the positions. The team will review the positions and match competencies and needed experiences. The selection teams will use criteria that Chevron is using as part of their ongoing transformation; the criteria are similar to those used in Noble's recent selections and include performance history, job skills/technical competencies, leadership behaviors, and the ability to collaborate and work toward common goals.

Since interviews will not be conducted, employees will have the opportunity to complete a talent profile template similar to what Chevron uses with their current employees. The talent profile will include information about your work history and experience and will give Chevron leaders an opportunity to learn more about Noble employees before making selections. More information about talent profiles will be available in the coming weeks.

Chevron Videos

We also wanted to share with you two new Chevron videos that feature two leaders who came to Chevron following an acquisition of their respective companies.

- **Steve Green** is the President of the Chevron North America Exploration and Production Company, which includes the company's significant portfolio of assets in Canada, California, the Gulf of Mexico and the Mid-Continent region of the United States. Click [here](#) to watch.
- **Clay Neff** is the President of Chevron's Middle East, Africa and South America Exploration and Production Company, which consists of four business units: Latin America, Nigeria/Mid-Africa, Southern Africa and Saudi Arabian Chevron. Click [here](#) to watch.

We will continue to keep you updated as integration activities and information progress. Thank you again for your dedication to safe and responsible operations.