



CRESTONE PEAK
RESOURCES

2019 Community Investment Report

Crestone is committed to building stronger Colorado communities by investing in the places we live and operate. Supporting local economies and non-profit partners helps us deliver on our promise to operate in a way that is transparent and respectful of nearby communities.

We believe in an open, two-way dialogue with communities. Based on feedback from stakeholders, we prioritize our community investment within five guiding pillars:

Community
Partners



First Responders
& Veterans



Education



Agriculture &
Hunger Relief



Wildlife &
Environment



In 2019, Crestone donated \$432,678 to 24 organizations across the Front Range:

- ➔ **\$66,000** went to organizations dedicated to **veterans and first responders**, including a sponsored and employee-staffed telethon that helped raise an additional \$167,000¹ for Rocky Mountain Honor Flight (¹not included in Crestone donation amount).
- ➔ **\$50,020** was donated to **agriculture and hunger relief organizations**. On top of that, we donated nearly 6,900 pounds of meat to local food banks through our involvement with the local fairs and livestock shows.
- ➔ **\$35,000** supported **education** through high school events and scholarship funding. In 2019, we also helped launch the mobile St. Vrain Future-Ready Innovation Lab with St. Vrain Valley Schools and participated in hands-on STEM education events with students, including at Energy Day.
- ➔ **\$148,021** was given to **community-focused organizations** where Crestone operates. For example, we donated \$80,000 to the Colorado Therapeutic Riding Center, serving as the organization's 2019 Spirit of the Horse Gala Match Donor.

"We are proud to partner with Crestone Peak Resources! Each year their Chili Cook-off helps provide over 150,000 meals for the Weld County community. Through their commitment, they have brought more awareness to the issue of hunger. Through their donation, many of their partners have joined in to make an even bigger impact throughout Weld County and Colorado. We are very proud to have not only Crestone's commitment, but the amazing employees that help make our community great!"

– Mikaela Sandridge, Senior Community Engagement Manager, Weld Food Bank

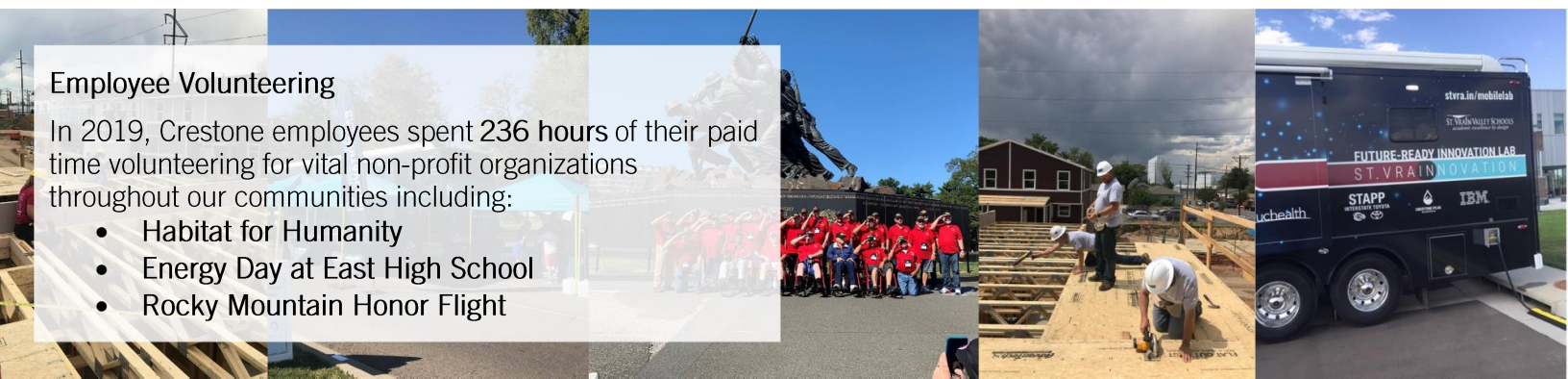
Industry partners are key catalysts of building a strong future workforce through our public schools. Crestone Peak Resources has been an important partner in launching St. Vrain Valley Schools' Mobile Innovation Lab that is providing opportunities for our students to engage in STEM activities and advanced technologies beyond the classroom."

–St. Vrain Valley Schools on Crestone's partnership with the St. Vrain Valley Schools' Mobile Innovation Lab

Employee Volunteering

In 2019, Crestone employees spent **236 hours** of their paid time volunteering for vital non-profit organizations throughout our communities including:

- Habitat for Humanity
- Energy Day at East High School
- Rocky Mountain Honor Flight



Employee Spotlight: Hannie Fisher

Hannie Fisher began working for Crestone in 2016 and is now a Production Superintendent.



How did you begin your career in the oil and gas industry?

I earned a bachelor's degree in chemical engineering and I was walking through a career fair at my university. I saw a sign for BP Alaska and said out loud to myself, "I want to go to Alaska." Someone heard me and I ended up spending a summer on the North Slope of Alaska. My early work in the oil and gas industry helped me pay off my student loans, buy a reliable vehicle, and launch my career. I grew up on a farm in eastern Washington and was originally interested in working in food science and food manufacturing. I discovered that I resonated with people in the oilfield because of my upbringing as a farm kid. A lot of the challenges were intuitive. I was able to apply basic farming principles really successfully in terms of interacting with people, understanding what's broken, and having fun with it. Before getting to Denver, the industry took me offshore deepwater Gulf of Mexico to the coast of California, and through Wyoming a couple of times; the second time, working nights as a company man on a drill rig. I had the opportunity to work flow assurance and pipeline debottlenecking, plant optimization, artificial lift and measurement technology pilots, engineering design and consulting, and capital project management. All of these roles were immersive in exploration and production (E&P) field operations, refining my passion for working with the front-line professionals.

How did you come to work at Crestone and what does your role entail?

I knew from the time I started in the industry that I wanted to move to Denver. I established a network and found roles in facilities engineering and operations management. When Crestone was getting started, they had a reputation of being a small company that bought good base installations; their assets were designed well. Crestone hired me to deliver the Hub project, a central gathering facility in Weld County. It was a fascinating time to be at Crestone because it was still in the startup infancy. We had the autonomy to find solutions and did not face the typical roadblocks to getting projects done. My job was to come in and deliver projects on time and on budget. Once we finished those projects and had revenue streams, we started establishing business processes and refining projects. Some of the refinements including reducing pad size and the number of tanks on site. Then I went from the facilities side to the production superintendent role I have today, which is all about creating continuity in how we execute our work and compliance, largely by building business processes.

Why are you proud to work for Crestone?

Ten or fifteen years ago Colorado's DJ Basin was different. Today, we need verifiable accountability because of the market and regulatory climate. I think there are a lot of like-minded people at Crestone who are excited and inspired by the challenges coming down the pipe. We are thinking ahead about the challenges we might face and incorporating them into our plans. Instead of questioning whether we will make a deadline, we know what we are doing and have prepared a budget for it. We run a lot of parallel contingency plans on projects and cost; it is seldom a surprise. Consistent with the other companies in the industry, problem-solving and critical thought is prevalent throughout Crestone. As a smaller company, employees have the autonomy to propose and deliver solutions. Crestone has employees that have worked in technical roles in other great companies and know how to run with great ideas.

Tell us about Crestone's work in the community.

Crestone does such an incredible job engaging with the agricultural community and youth through livestock sales. I was a 4H kid so being able to engage with 4H in Weld County feels rewarding. I have been to community meetings and I know Crestone does a great job of bringing technical experts to provide information and answer community members' questions. Crestone trusts its technical staff with the public. We are available and can provide accurate, authentic information directly to neighbors and landowners. Most of my friends are outside of oil and gas and in general, are respectful of what I do for a career and of Crestone's reputation.

Tell us about your family and personal life.

At the risk of generalizing, I am just like everyone else in the oilfield. We are a group that enjoys being outdoors and building or fixing things. I am a skier in the winter and love to bike to breweries in the summer. My son is studying electrical engineering at Colorado State University. It's the picture of a lot of our lives: you work hard and you are generously rewarded for the effort, time, and passion. Our careers afford opportunities to enjoy the lifestyle that Colorado has to offer and to provide for our families.

What do you wish people knew about the oil and gas industry?

I work with the best people on the face of the earth. The oil and gas industry is one of the last frontiers where it doesn't necessarily matter how much education and finesse you have. If you have a good idea, someone is going to back that idea. We do have a lot of people in the industry that are not necessarily equipped to work in a traditional office. That does not make them any less brilliant. I love getting to elevate their ideas and that we have an executive team that likes to acknowledge employees for those good ideas.