

**NOTICE OF MEETING OF THE COMMISSIONERS' COURT OF  
HOCKLEY COUNTY, TEXAS**

Notice is hereby given that a Regular Meeting of the above named Commissioners' Court will be held on the 6<sup>th</sup> day of June, 2022 at 9:00 a.m. in the Commissioners' Courtroom, Hockley County Courthouse, Levelland, Texas, at which time the following subjects will be discussed to-wit:

1. Read for approval the minutes of the Special Meeting held at 9:00 a.m. on Tuesday, May 31, 2022.
2. Read for approval all monthly bills and claims submitted to the Court and dated through June 6, 2022.
3. Consider and take necessary action to approve the renewal of health and life insurance with Texas Association of Counties.
4. Consider and take necessary action to approve the Certificate of Completion awarded to Toney Cowan, Constable Pct. 5.
5. Consider and take necessary action to approve and accept the \$2,000.00 donation from Occidental Permian Corp. to the Hockley County Memorial Library to support the Summer Children's Reading Program.

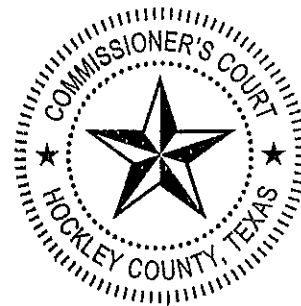
**COMMISSIONERS' COURT OF HOCKLEY COUNTY, TEXAS.**

BY: *Sharla Baldrige*  
Sharla Baldrige, Hockley County Judge

I, the undersigned County Clerk, do hereby certify that the above Notice of Meeting of the above named Commissioners' Court, is a true and correct copy of said Notice on the bulletin board at the Courthouse, and at the east door of the Courthouse of Hockley County, Texas, as place readily accessible to the general public at all times on the 2<sup>nd</sup> day of June, 2022, and said Notice remained posted continuously for at least 72 hours preceding the scheduled time of said meeting.

Dated this 2<sup>nd</sup> day of June, 2022.

*Jennifer Palermo*  
Jennifer Palermo, County Clerk, and Ex-Officio  
Clerk of Commissioners' Court, Hockley County, Texas



Filed for Record  
at \_\_\_ o'clock \_\_\_ M.

JUN 02 2022

*Jennifer Palermo*  
County Clerk, Hockley County, Texas

THE STATE OF TEXAS  
COUNTY OF HOCKLEY

IN THE COMMISSIONER'S COURT  
OF HOCKEY COUNTY, TEXAS

REGULAR MEETING

JUNE 6, 2022

Be it remembered that on this the 6th day of JUNE A.D. 2022, there came on to be held a REGULAR Meeting of the Commissioners Court, and the court having convened in REGULAR session at the usual meeting place thereof at the Courthouse in Levelland, Texas, with the following members present to-wit:

Sharla Baldrige	County Judge
Alan Wisdom	Commissioner Precinct No. 1
Larry Carter	Commissioner Precinct No. 2
Seth Graf	Commissioner Precinct No. 3
Thomas R "Tommy" Clevenger	Commissioner Precinct No. 4

Jennifer Palermo, County Clerk, and Ex-Officio Clerk of Commissioners Court when the following proceedings were had to-wit:

Motion by Commissioner Wisdom, second by Commissioner Clevenger, 4 votes yes, 0 votes no, that the minutes of a Special Meeting held at 9:00 a.m. on Tuesday, May 31, 2022 A.D., be approved and stand as read.

Motion by Commissioner Wisdom, second by Commissioner Carter, 4 Votes Yes, 0 Votes No, that all monthly claims and bills submitted to the court and dated through June 6, 2022, A.D. be approved and stand as read.

Motion by Commissioner Carter, second by Commissioner Graf, 4 votes yes, 0 votes No, that Commissioners Court approved the renewal of health and life insurance with Texas Association of Counties. As per 2022-2023 Renewal Notice and Benefit Confirmation recorded below.



## 2022 - 2023 Renewal Notice and Benefit Confirmation

Group: 94527 - Hockley County

Anniversary Date: 10/01/2022

Return to TAC by: 06/30/2022

Please initial and complete each section confirming your group's benefits and fill out the contribution schedule according to your group's funding levels. Fax to 1-512-481-8481 or email to melissal@county.org.

For any plan or funding changes other than those listed below, please contact Melissa Lopez at 1-800-456-5974.

### MEDICAL

**Medical:** Plan 700-G \$30 Copay, \$600 Ded, 90%, \$2400 OOP Max

**RX Plan:** Option 3A-G \$10/25/40, \$0 Ded

Your % rate increase is: 0.00%

Your payroll deductions for medical benefits are: **Pre Tax**

Tier	Current Rates	New Rates Effective 10/1/2022	New Amount Employer Pays	New Amount Employee Pays	New Amount Retiree Pays (if applicable)
Employee Only	\$988.28	\$988.28	\$988.28	\$	\$175.00
Employee + Child(ren)	\$1,469.04	\$1,469.04	\$1,294.04	\$175.00	\$1,469.04
Employee + Spouse	\$2,087.82	\$2,087.82	\$1,862.82	\$225.00	\$400.00
Employee + Family	\$2,568.54	\$2,568.54	\$2,293.54	\$275.00	\$2,568.54

SB Initial to accept Medical Plan and New Rates.

### DENTAL

**Dental:** Plan II 100% Prevent., \$50 Ded, 80% Basic, 50% Major

Your % rate increase is: -4.80%

Your payroll deductions for dental benefits are: **Pre Tax**

Tier	Current Rates	New Rates Effective 10/1/2022	New Amount Employer Pays	New Amount Employee Pays	New Amount Retiree Pays (if applicable)
Employee Only	\$27.44	\$26.12	\$	\$26.12	\$26.12
Employee + Child(ren)	\$68.61	\$65.32	\$	\$65.32	\$65.32
Employee + Spouse	\$54.90	\$52.26	\$	\$52.26	\$52.26
Employee + Family	\$98.06	\$93.34	\$	\$93.34	\$93.34

SB Initial to accept Dental Plan and New Rates.

**VISION**

**Vision:** Plan I

**Your % rate increase is:** 0.00%

Your payroll deductions for vision benefits are: **Pre Tax**

<b>Tier</b>	<b>Current Rates</b>	<b>New Rates Effective 10/1/2022</b>	<b>New Amount Employer Pays</b>	<b>New Amount Employee Pays</b>	<b>New Amount Retiree Pays (if applicable)</b>
Employee Only	\$6.20	\$6.20	\$6.20	\$	\$6.20
Employee + Child(ren)	\$12.44	\$12.44	\$6.20	\$6.24	\$12.44
Employee + Spouse	\$11.80	\$11.80	\$6.20	\$5.60	\$11.80
Employee + Family	\$18.28	\$18.28	\$6.20	\$12.08	\$18.28

SB Initial to accept Vision Plan and New Rates.

**LIFE - BASIC**

**Basic Life Products:**  
(Rates are per thousand)

Coverage Volume per Employee: \$15,000

	<b>Current Rates</b>	<b>New Rates Effective 10/1/2022</b>	<b>Amount Employer Pays</b>	<b>Amount Employee/ Retiree Pays (if applicable)</b>
Basic Term Life	\$0.199	\$0.199	100%	0%
Basic AD&D	\$0.030	\$0.030	100%	0%

SB Initial to accept New Basic Life Rates.

**RETIREE**

Please circle one for each benefit that applies.

Your group allows retiree coverage for:

- Medical  Pre 65  Post 65
- Dental  Pre 65  Post 65
- Vision  Pre 65  Post 65

SB Initial to confirm.

**WAITING PERIOD**

Waiting period applies to all benefits.

**Employees**

0 days - 1st of the month following date of hire but first of the month

**Elected Officials**

0 days - 1st of the month following date of hire but first of the month

SB Initial to confirm.

## COBRA ADMINISTRATION

Please indicate how your group manages COBRA administration:

County/Group processes COBRA on OASYS

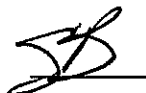
*\*County/Group is responsible for fulfilling COBRA notification process and requirements.*

BCBS COBRA Department processes COBRA

*\*BCBS COBRA Department administers via COBRA contract with the County/Group*

County/Group processes TAC HEBP Continuation of Coverage on OASys (< 20 employees)

*\*County/Group is responsible for fulfilling notification process and requirements*



Initial to confirm COBRA Administration.

## PLAN INFORMATION

### Broker or Consultant Information

Please confirm your broker or consultant's name, if applicable:

Agency Name \_\_\_\_\_  
Agency Address \_\_\_\_\_  
Number and Street \_\_\_\_\_  
City \_\_\_\_\_  
State \_\_\_\_\_  
Zip \_\_\_\_\_  
Broker \_\_\_\_\_  
Representative or \_\_\_\_\_  
Consultant's Name \_\_\_\_\_  
Contact Phone \_\_\_\_\_  
Number \_\_\_\_\_  
Contact Email \_\_\_\_\_  
Address \_\_\_\_\_



Initial to confirm Broker or Consultant information

- Please update broker or consultant's information.
- If applicable, broker commissions are included in rates listed on page 1.
- Retirees pay the same premium as active employees regardless of age for medical and dental.
- Rates based upon current benefits and enrollment. A substantial change in enrollment (10% over 30 days or 30% over 90 days) may result in a change in rates.

- Form must be received by **06/30/2022** in order to avoid additional administrative fees.
- Signature on the following page is required to confirm and accept your group's renewal.

# TAC HEBP Member Contact Designation Hockley County

## CONTRACTING AUTHORITY

As specified in the Interlocal Participation Agreement, each Member Group hereby designates and appoints, as indicated in the space provided below, a Contracting Authority of department head rank or above and agrees that TAC HEBP shall NOT be required to contact or provide notices to ANY OTHER person. Further, any notice to, or agreement by, a Member Group's Contracting Authority, with respect to service or claims hereunder, shall be binding on the Member. Each Member Group reserves the right to change its Contracting Authority from time to time by giving written notice to TAC HEBP.

Please list changes and/or corrections below.

Name/Title Shirley Penner/Auditor

Address 802 Houston Street, Suite 103  
Levelland, TX 79336-3706

Phone 806-894-6070

Fax 806-894-6917

Email spenner@hockleycounty.org

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## BILLING CONTACT

Responsible for receiving all invoices relating to HEBP products and services.

Please list changes and/or corrections below.

Name/Title Monica Grado/Assistant County Auditor

Address 802 Houston Street, Suite 103  
Levelland, TX 79336

Phone 806-894-6070

Fax 806-894-6917

Email mgrado@hockleycounty.org

HIPAA Secured Fax

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## COUNTY REPRESENTATIVE

HEBP's main contact for daily matters pertaining to the health benefits.

Please list changes and/or corrections below.

Name/Title Monica Grado/Assistant County Auditor

Address 802 Houston Street, Suite 103  
Levelland, TX 79336

Phone 806-894-6070

Fax 806-894-6917

Email mgrado@hockleycounty.org

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Signature of County Judge or Contracting Authority

Date: 6-6-2022

  
Please PRINT Name and Title

The Texas Association of Counties would like to thank you for your membership in the only all county-owned and county directed Health and Employee Benefits Pool in Texas.



TEXAS ASSOCIATION of COUNTIES  
HEALTH AND EMPLOYER BENEFITS POOL

### HEALTHY COUNTY WELLNESS CONTACT DESIGNATION

Hockley County

#### WELLNESS COORDINATOR

The Wellness Coordinator is the primary contact regarding the Healthy County wellness program. The wellness coordinator is responsible for administrating Healthy County components and informing employees of all wellness resources available.

**Current Wellness Coordinator**

**Please list changes and/or corrections:**

**Name:** Cara Phelan

**Title:** Administrator

**Address:** 802 Houston St  
Levelland, TX 79336-3705

**Email:** cphelan@hockleycounty.org

**Phone Number:** (806) 894-6856

**Fax Number:**

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
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\_\_\_\_\_  
\_\_\_\_\_

#### WELLNESS SPONSOR

The Wellness Sponsor is responsible for supporting the coordinator in administrating Healthy County components and encouraging county employees to access all Healthy County wellness resources available. An elected official in this role is preferred to illustrate management support for wellness.

**Current Wellness Sponsor**

**Please list changes and/or corrections:**

**Name:**

Kelli Martin

**Title:**

Treasurer

**Address:**

802 Houston Street, Suite #104

Levelland, TX 79336

**Email:**

kmartin@hockleycounty.org

**Phone Number:**

(806) 894-3718

**Fax Number:**

(806) 894-6917

Contracting Authority Signature:

*Jarida Belbridge*

Date: 6-16-2022



TEXAS ASSOCIATION of COUNTIES  
HEALTH AND EMPLOYEE BENEFITS POOL

## HEALTHY COUNTY: COUNTY SPECIFIC INCENTIVE PROGRAM

A County Specific Incentive (CSI) is a wellness program that rewards employees and/or spouses for healthy behaviors such as completing an annual exam, tobacco affidavit, or participating in a physical activity program in exchange for avoiding a premium contribution, a lower monthly premium, earn additional days of PTO, or other rewards decided on by the County or District. Penalties and Rewards are administered at the county or district level.

Healthy County is available to assist in the process of designing, communicating, and tracking a CSI. Employees will be able to view their progress and completion of the incentive on the Healthy County energized by Sonic Boom portal.

## YOUR COUNTY OR DISTRICT'S CSI

Our records indicate that your County or District does not currently have a CSI. Please make a selection below to let us know if you would like to implement a CSI or learn more about implementing a CSI. Your county or district's Wellness Consultant will reach out to you to discuss design options. Also, please feel free to contact your county or district's Wellness Consultant at any time to begin this process. If your County or District decides to implement a CSI, there is a six week waiting period before employees can view the program online.

- We would like to implement a CSI Program for the 2022-2023 plan year.
- We are interested in learning more about the CSI Program.
- We are not interested in learning more about the CSI Program at this time.

County or District Name: Hockley

Printed Name and Title: Sharla Baldrige

Contracting Authority Signature: Sharla Baldrige

Date: 6-16-2022

Motion by Commissioner Graf, second by Commissioner Clevenger, 4 Votes Yes, 0 Votes No, that Commissioners Court approved the certificate of completion awarded to Toney Cowan, Constable Pct 5. As per certificate recorded below.

The Faculty and Staff of the

**BILL BLACKWOOD LAW ENFORCEMENT  
MANAGEMENT INSTITUTE OF TEXAS**

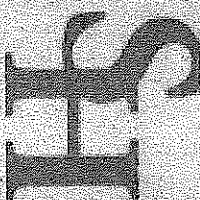
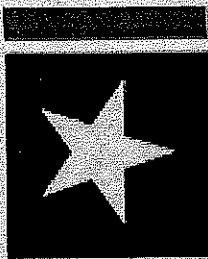
do hereby certify that

**Toney M. Cowan**

under the auspices of the

**SAM HOUSTON STATE UNIVERSITY  
CRIMINAL JUSTICE CENTER**

has successfully completed the forty-hour course in



**NEWLY ELECTED CONSTABLES**

**TCOLE #3742**

**May 16-20, 2022  
Huntsville, Texas**

  
Executive Director, Law Enforcement Management Institute

  
President, Sam Houston State University

Motion by Commissioner Carter, second by Commissioner Clevenger, 4 Votes Yes, 0 Votes No, that Commissioners Court approved to accept the \$2,000.00 donation from Occidental Permian Corp., to the Hockley County Memorial Library to support the Summer Children's Reading program. As per donation papers recorded below.

## Christina Lopez

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**From:** Amy Cantwell  
**Sent:** Wednesday, June 1, 2022 2:43 PM  
**To:** Christina Lopez  
**Subject:** FW: Hockley County Memorial Library  
**Attachments:** OXY-Brand Standards\_Nov. 2021.pdf; OXY\_LOGO\_COLOR\_RGB.jpg; OXY\_LOGO\_COLOR\_RGB.png

**From:** Williams, Shelly Y [mailto:Shelly\_Williams@oxy.com]  
**Sent:** Wednesday, June 1, 2022 9:56 AM  
**To:** Amy Cantwell <acantwell@hockleycounty.org>  
**Subject:** RE: Hockley County Memorial Library

Hello Amy –

I am excited to confirm that **Oxy will donate \$2,000 to Hockley County Memorial Library** in support of your summer children’s reading program!

We received your Form W9, and we will process our donation payment promptly.

- Please confirm this is correct address to send Oxy’s donation:

**Hockley County Memorial Library**  
**ATTN: Kelli Martin, Hockley County Treasurer**  
**802 Houston St., Ste. 104**  
**Levelland, TX 79336**

I am attaching Oxy’ logo files, brand standards and social media information for your use in your flyers and promotional materials.

- Although our official name is Occidental Petroleum Corporation, we prefer our name as “**Oxy**” in branding, marketing and media (radio, TV, flyers, social media posts, etc.).
- In social media posts, if you would **please tag Oxy** in your posts (see our social media handles below), we are always happy to help reshare and promote your organization.

<u>LinkedIn</u>	@Oxy
<u>Facebook</u>	@WeAreOccidental
<u>Instagram</u>	@WeAreOxy
<u>Twitter</u>	@WeAreOxy
<u>YouTube</u>	@OxyUTube

Thank you, and please let me know if you have any questions. We are excited to partner with you to provide reading and literacy resources to children in our community!

**SHELLY WILLIAMS, PHR**

SENIOR COMMUNITY RELATIONS ADVISOR

COMMUNITY RELATIONS & EMPLOYEE ENGAGEMENT

5 GREENWAY PLAZA, STE. 110 | HOUSTON, TX | 77046

OFFICE 713.552.8577 | MOBILE 713.858.6913 | [SHELLY.WILLIAMS@OXY.COM](mailto:SHELLY.WILLIAMS@OXY.COM)

ZERO IN™ AT [OXY.COM](http://OXY.COM)

[LINKEDIN](#) | [TWITTER](#) | [YOUTUBE](#) | [INSTAGRAM](#) | [FACEBOOK](#)

**From:** Amy Cantwell <[acantwell@hockleycounty.org](mailto:acantwell@hockleycounty.org)>

**Sent:** Friday, May 27, 2022 11:46 AM

**To:** Williams, Shelly Y <[Shelly.Williams@oxy.com](mailto:Shelly.Williams@oxy.com)>

**Subject:** [EXTERNAL] Hockley County Memorial Library

**WARNING - This message is from an EXTERNAL SENDER - be CAUTIOUS, particularly with links and attachments.**

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I never received your email, so I wanted to touch base. Thank you so much for the donation for our summer reading program. I've attached a copy of our schedule and a picture of our sponsor board. An ad will be in our newspaper this Sunday thanking our sponsors. I'll send you a copy. I took your email to our treasurer and asked her to send you a W-9. Thanks again.

# OXY BRAND STANDARDS

NOVEMBER 2021

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A guide to creating written and visual expressions that clearly and consistently convey our brand across all audiences and applications.

Please direct questions to [Oxy Strategic Communications](#).



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## SECTION 1

WHY

WHAT

HOW

# THE OXY BRAND

OXY BRAND STANDARDS | NOVEMBER 2021

## OUR BRAND REFLECTS OUR COMPANY, STRATEGY, SPIRIT AND PURPOSE.

It is about:

- Our commitment to help our communities and our global society meet and overcome pressing energy, economic and environmental challenges
- Our integrated business across Performance Production, Essential Chemistry and Carbon Innovation
- A bold, progressive way to talk about ourselves, think about ourselves and share our story

This section outlines the core foundational elements of our brand.



1.1

## BRAND STORY

For over a century, Oxy has been a company of immense focus. This focus ultimately makes the world a better place, because it drives our development of products and solutions that improve lives, advance society and uplift the global community. The Oxy brand story is guided by our mission, vision and values. Our extensive assets, infrastructure, expertise and technology fuel progress and improve lives around the world.

### We dare to do what others won't -

**unleashing opportunities, with the right assets**

We're leveraging what we've built to lead in new markets and create new opportunities for our employees and our stakeholders.

in the hands of **remarkable people,**

We're living our mission, vision and values to help solve the planet's most pressing challenges.

delivering results **responsibly,**

We were the first U.S. energy company to set a net-zero ambition to include our entire carbon inventory.

driven by a **passion to outperform and committed to good.**

We're doing this because it's the right thing to do for the communities where we operate and for future generations.



## BRAND MESSAGING

Oxy is visionary, bold and passionate and has the technical capability to help solve the world's challenges. Our messaging will reflect who we are as an organization in tone and substance.

Our name:

Use "Oxy" when referring to our company without a first reference to "Occidental" or "Occidental Petroleum."

There are exceptions for some legal, financial and subsidiary-related content. If you are unsure, please consult with the [Oxy Strategic Communications](#) team for additional guidance, who will help facilitate guidance and approval from appropriate leadership.

Our messages showcase:

- A globally integrated organization working with purpose and integrity
- A team continually working to outperform expectations
- Technical excellence, innovation and high-performance operations
- Leadership in low-carbon and carbon-reduction measures
- Smart, relatable and thoughtful people committed to good
- Commitment to delivering growth and sustainable value
- Moral and responsible case for our products and services



**SECTION 1 - THE OXY BRAND**

1.3

**OUR BUSINESS**

We describe our integrated business with powerful and simple language.



**Performance Production**

We produce vital energy to sustain people by continuously enhancing the safety and efficiency of our high-performance oil and gas assets and innovating to advance global sustainability.

**Our goal is to provide reliable energy now and in a net-zero future.**

**Essential Chemistry**

A world leader in essential chemicals, we improve lives with indispensable products used in water purification, pharmaceuticals, construction and other critical industries, with a commitment to safety and quality.

**Our goal is to sustainably manufacture the fundamental building blocks for life-enhancing products.**

**Carbon Innovation**

We are advancing carbon capture, utilization and storage and carbon removal technologies for sustainable carbon dioxide reduction, including a first-of-its-kind Direct Air Capture facility in the Permian Basin

**Our goal is to reduce our own emissions and help others to do the same.**

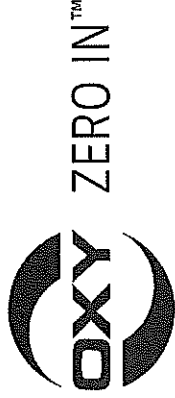


## OUR TAGLINE

Zero In™ is our official tagline, and it is one of the most important elements of our brand. Zero In reflects our longstanding foundation of passion, focus and ability to help solve global challenges. It affirms our net-zero ambition and more broadly captures how we work to achieve all of our business goals.

### ZERO IN SUMMARY STATEMENT

**We Zero In together on a better future by providing the world with reliable lower-carbon energy and essential products and solutions.**



Refer to Page 10 for proper use of the tagline next to the Oxy Logo, which is referenced as our "lockup" throughout this document.

### USAGE

- Zero In should primarily be used as a standalone tagline. It can also be used in headlines and subheads, either alone or as part of a short phrase, such as "Zero In on advancement" or "Zero In together".
- If Zero In is used in copy, it should naturally flow in context and should not feel forced into the narrative. This should be done sparingly.
- Do not use variations of the phrase such as "Zeroing In" or "Zeroed In" for headlines, copy, video scripts or anything else. Our tagline is an active phrase that exists in the present tense, and we must always convey that energy.
- The tagline should never appear in initial lowercase letters. Use the capital "Z" and capital "I" in all cases.
- The tagline should appear with the trademark (™) symbol in the first use on any document or other communication, in both printed and digital media.



## OUR COMMITMENT

Oxy commits to delivering results that are sustainable and add value. We strive to be a trusted partner everywhere we operate, recognized for our expertise, our sustained commitment to local communities and ecosystems and our ability to collaborate for success.

# PARTNER OF CHOICE®

In various businesses and regions of the world, Oxy uses **Partner of Choice** as a key message related to our communities, customers and industry partners. The statement aligns with our values, and we will use the statement as an affirmation of that commitment.

## USAGE

- Use Partner of Choice as a headline when applicable.
- Partner of Choice can stand alone without the Zero In tagline.
- If used in conjunction with the Oxy logo and/or Zero In tagline, Partner of Choice should be used as a secondary element.
- Partner of Choice should never be shown as a lockup with the Oxy logo.
- In all uses, including body copy, the "P" and "C" should be capitalized.
- Partner of Choice should be accompanied by the registered trademark symbol (®) in the first use on any document or other communication, in both printed and digital media.



## SECTION 2

WHY

WHAT

HOW

# VISUAL LANGUAGE

OXY BRAND STANDARDS | NOVEMBER 2021

## OUR BRAND IS EXPRESSED THROUGH A VISUAL LANGUAGE.

When we all use the same set of rules to design our various visual projects, our brand never wavers from its true purpose and meaning.

It is our shared responsibility to maintain visual consistency across all facets of our brand through the proper application of our logo, tagline, fonts, colors, images, etc.

This section outlines all elements of our visual language.



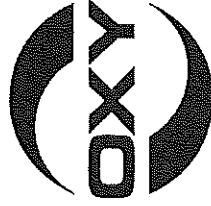
## SECTION 2 - VISUAL LANGUAGE

2.1

# OXY CORPORATE LOGO

## LOGO

The Oxy logo is the single most distinguishing mark of our brand. It is the symbol that represents all our employees, worldwide. First introduced in the early 1970s, our trademark incorporates the "OXY" ticker symbol used on the New York Stock Exchange.



Our logo is flat (non-dimensional) and it should not have any image filters or features applied, including, but not limited to, color correction, shadows, glow, embossing, borders, grain, transparency, etc. The Oxy logo is a registered trademark so its proper use must be strictly followed.

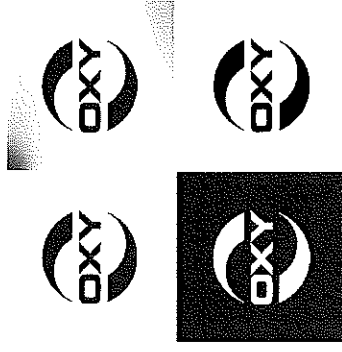
The use of red, white and blue serves as a reminder that Oxy is headquartered in the United States. The "comet" tails circling the word "OXY" suggest energy.

## COLORS AND BACKGROUNDS

The color logo should be used with a white or light gradient background. When not possible, the white and black versions may be used.

The white logo should be on solid, dark, backgrounds. The black logo should be used on white, or very light backgrounds. Both white and black logos should be primarily used for any printed promotional items.

Logos over photography are only permitted when over a solid color background.



## STAGING AND SIZE

### LOGO



Our logo and lockup must be properly staged and sized. The minimum size for the logo is 30 pixels wide for digital applications and 0.75 inches wide for print applications. It must be clear of all other graphic elements and a safe distance from the edge of any printed page.

### LOCKUP



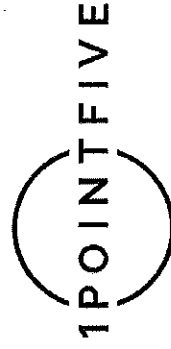
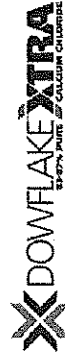
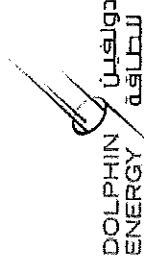
## SECTION 2 - VISUAL LANGUAGE

1.1

### 2.2

## OTHER LOGOS

Oxy has several businesses, subsidiaries and joint ventures that utilize unique, standalone logos and brands for specific purposes. A non-exclusive sampling of these logos is below for reference only. These logos may be used for the business or marketing needs of the subsidiary, joint venture or product and in accordance with the direction of the applicable business unit leadership. None of these logos should be used directly adjacent to the Oxy logo in any branded materials, internally or externally. Please contact us if you have any questions.



2.3

# INTERNAL BRANDING AND BADGES

Visual identities that are not our logo and lockup, are known as "badges". Badges should not be used stand-alone. Designs should include our logo as well as the badge in the design but not next to each other. See the Promotional Items section for examples.

## BUSINESS AND FUNCTION GROUPS

The Oxy logo and/or lockup cannot be used in combination with a business unit or function name, instead, it will be depicted by "OXY" followed by the name in bold.

As these internal badges are stylized in a particular font, do not create this on your own. These identities may be used with or without a tagline, as depicted below.

**OXY INFORMATION TECHNOLOGY**  
CONNECT. SIMPLIFY. INNOVATE.

**OXY BENEFITS**  
LIVE WELL. WORK WELL.

**OXY ETHICS & COMPLIANCE**

**OXY U.S. OFFSHORE**

**OXY U.S. ONSHORE RESOURCES  
& CARBON MANAGEMENT**

## PROGRAM IDENTITIES

Projects and programs may develop transient or permanent badges to differentiate communications, drive engagement and support change management efforts.

Badges are for internal use, should stay within the Oxy color palette and not be utilized with stock photography or clipart. On materials where the badge is displayed, such as PowerPoint and emails, the badge should never be adjacent to the Oxy name or logo; they should be separated horizontally or vertically by other elements, including blank space, headers, content blocks or text copy.



If your group needs an internal badge, program identity and/or any internally branded templates, please contact [Oxy.Strategic.Communications](mailto:Oxy.Strategic.Communications) for assistance.



## SECTION 2 - VISUAL LANGUAGE

2.4

# LOGO USAGE

To ensure the fidelity and consistent use of our logo, internal branding and badges, always use corporate-approved digital files; do not download the logo from the web.

Never attempt to add to, alter or recreate the logo to create a related identity, whether internally or externally.

Do:

1. Do respect the appropriate clearance around the logo
2. Do respect the minimum size requirements

Do NOT:

1. Use "Occidental" or other words as a lockup with our logo
2. Type the logo or tagline
3. Use alternative colors outside of full color, black or white
4. Stretch or apply filters or effects (3D, outlines, shadows, etc.)
5. Apply over photos or complex, patterned or similar backgrounds
6. Add to other images, clip art or type additional text next to it



1, 4



1



2, 3



3, 4



5



OXY MY DEPARTMENT  
WE. ARE. AWESOME.



TEAM  
PETRO



## SECTION 2 - VISUAL LANGUAGE

### 2.5

# COLOR

While the Oxy color palette gives us great flexibility in our print and digital communications, it must be used thoughtfully and consistently to create harmony across all media. Any department or vendor partner tasked with material design or execution is expected to identify and use the appropriate color model for their project (PMS, CMYK, RGB or HEX). When going to press, a printer proof should be pulled and checked to ensure colors are reproducing correctly.

## PRIMARY COLORS

Our primary color system is based on our logo: Oxy Blue and Oxy Red. These colors are readily identified with our brand around the world and as such, should be dominant in all internal and external visuals (e.g., print, web, collateral, event banners, approved internal email templates, etc.).

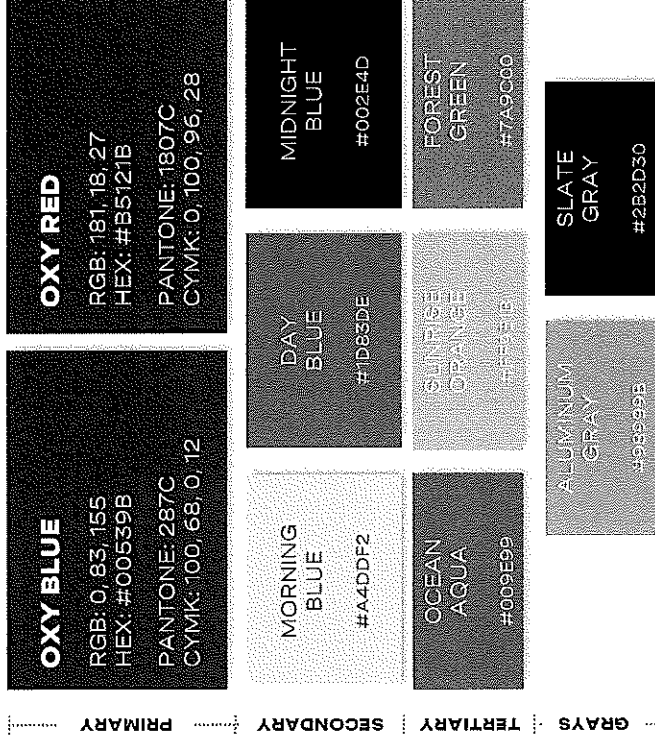
## SECONDARY AND TERTIARY COLORS

Our secondary colors are used to create flexibility in design. They are purely meant to complement our official colors and should never be used alone.

Tertiary colors should be considered accent colors, mostly used in data graphics, small icons or callouts.

## GRAYS

Our grays can be used to gray-scale applications. Slate gray is a preferred replacement for pure black font in documents and presentations and is easier to read.



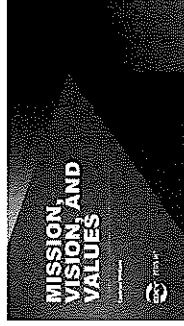
2.6

# VISUAL ELEMENTS

Our brand uses unique visual elements that symbolize our commitment, spirit and aspirations. These elements must be integrated judiciously in our media and as such, are not currently available for individual download.

## POSSIBILITY HORIZON

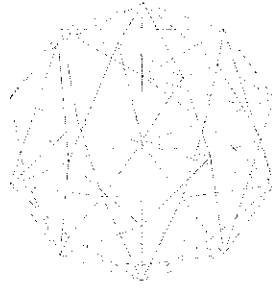
The Possibility Horizon represents the infinite realm of what's possible and our unwavering commitment to our Mission: **We dare to do what others won't.**



The background gradient-glow always sits just above the three-dimensional horizon line to evoke the feeling of sunrise.

## TESSERACTS

The dynamic graphic you see in many forms throughout our brand is a tesseract—an energized structure that exists and moves in four dimensions, symbolizing both the spirit and strategic direction of Oxy.

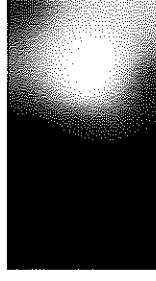


## GRADIENTS

Our gradients represent the progression of our aspirational targets into transformational change; from the intangible to reality.

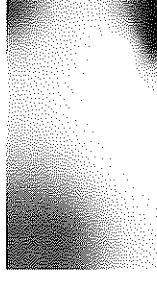
### DARK (POTENTIAL) GRADIENT

Pursuing the promise of future possibilities and advances



### MEDIUM (ACTION) GRADIENT

Boldly rising to the challenges our planet faces



### LIGHT (PROGRESS) GRADIENT

Committing to good and solving the impossible



2.7

# TYPOGRAPHY

Font guidelines must be followed for branded materials used externally. This includes our website, advertisements, event banners and anything else that represents Oxy. The use of font colors will depend on the background, but for general use, the Slate Gray color is recommended.

## INFORMAL

In cases of everyday use (e.g., PowerPoint, documents, etc.), employees should use fonts from the Arial font family. These fonts are similar to Spezia and are built into nearly all applications. Arial fonts can also be used for PowerPoint presentations given externally at conferences and events.

### HEADLINE

..... Arial Black | All Caps | 16-18pt

### PRIMARY SUBHEAD

..... Arial Narrow | All Caps | 14-16pt

This is an example of Arial Regular in body copy.

..... Arial Regular | Sentence Case | 10-12pt

### Secondary Subhead

..... Arial Bold | Sentence Case | 12-14pt

This is an example of Arial Regular in body copy.

FOOTER/ Page numbers

..... Consolas | All Caps/Sentence Case | 6-8pt

## FORMAL

Spezia is our official Oxy font for formal, published material - it provides a fresh, open and modern feel.

# Spezia Font

Vendor partners tasked with material design or execution will be expected to download/purchase the font families specified in this document if they don't already have them. Any departments requiring this font should contact the Oxy Strategic Communications team for additional guidance.

## SYMBOLS AND ICONS

Our PowerPoint template includes a sample set of Oxy/industry specific icons with the full set available for download. For additional icons, please use the "Icons" button in PowerPoint to access the Microsoft library. Use only colors from our palette in adjusting color. Do not use iconography from the internet as those images are not licensed for Oxy's use.



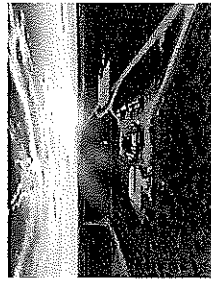
2.8

# PHOTOGRAPHY

Our photo library images are stylistically categorized into four groups. These images have been reviewed by our HSE, HR and legal teams and are approved for internal and external use.

## ASSETS

High-angle, wide-angle, pullback and aerial images evoke a feeling of energy, action, impact and vastness.



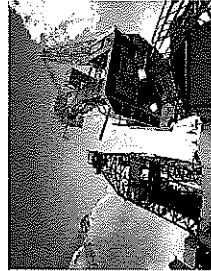
## PEOPLE

Interesting composition and angles in both the office and the field to depict our passion and diversity.



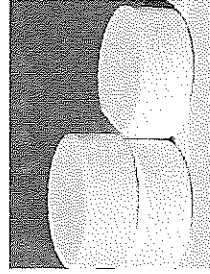
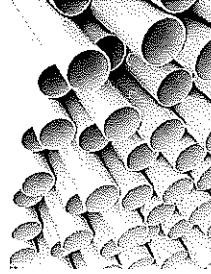
## CLOSEUPS

Closeups show details and intensity; they visually represent the focus associated with Zero In.



## STOCK IMAGERY

Where approved photography and graphics are not available, stock imagery may be used only if licensed appropriately. Do not use clip art.



If you have questions about the correct use of imagery or if you have photos to submit to the library, please contact the Oxy Strategic Communications team.

Images that do not comply with Company Policies or health, safety and environmental requirements will not be used.

Images containing people must include a completed and signed model release form for each individual.



## SECTION 3

WHY

WHAT

HOW

# BRAND IN ACTION

OXY BRAND STANDARDS | NOVEMBER 2021

18

## YOU ARE THE BEST AMBASSADOR OF OUR BRAND.

Our most succinct expression of our positioning, who we are and what we stand for is our brand.

Our mission and spirit, combined with a visual language, tells the powerful story of our bold aspirations to positively impact our communities and the world.

This section showcases real world examples of how we are living this.



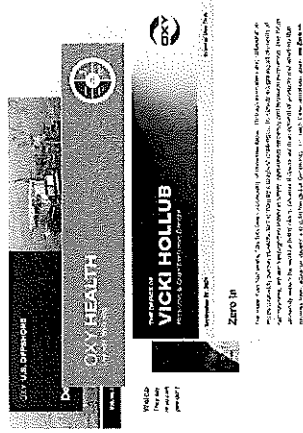
## SECTION 3 - BRAND IN ACTION

### 3.1

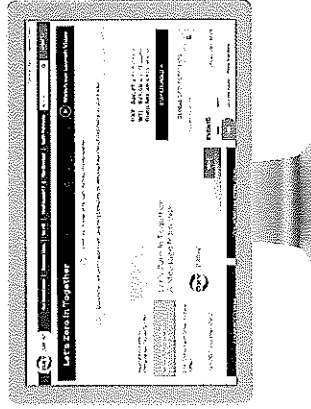
# INTERNAL CHANNELS

When used in internal communications, the prominent identity should be that of the program, function, business unit, or sending executive, with the Oxy logo appropriately distanced vertically or horizontally but not adjacent.

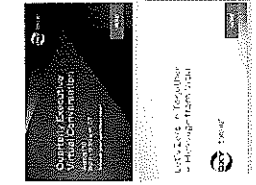
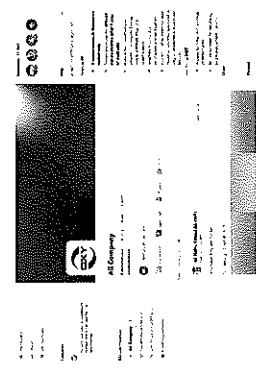
## INTERNAL EMAILS



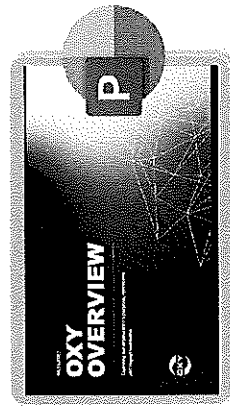
## INTRANET



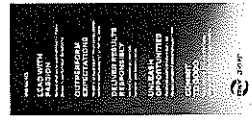
## YAMMER



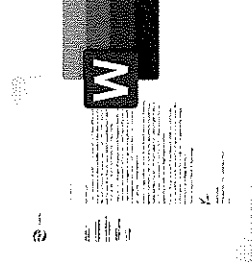
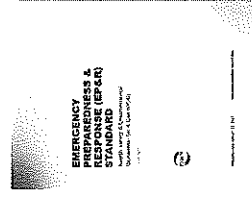
## PRESENTATIONS



## INTERNAL SIGNAGE



## INTERNAL DOCUMENTS



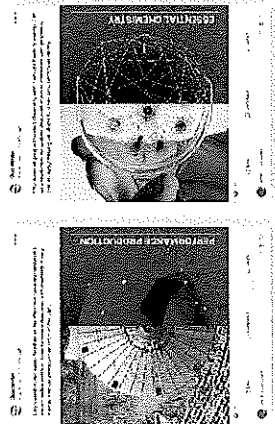
## SECTION 3 - BRAND IN ACTION

3.2

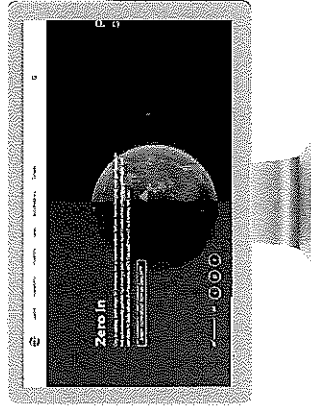
# EXTERNAL CHANNELS

20

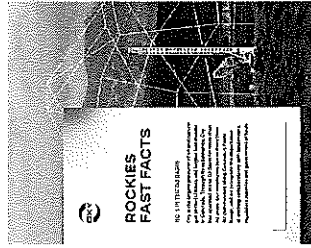
## SOCIAL MEDIA



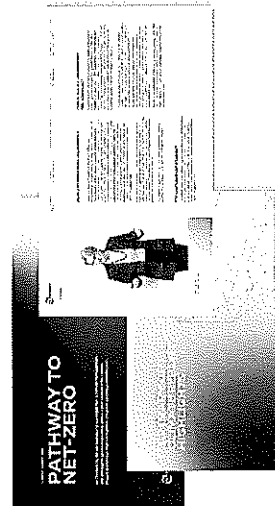
## WEBSITE (OXY.COM)



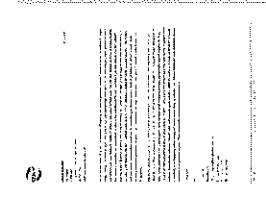
## FAST FACTS



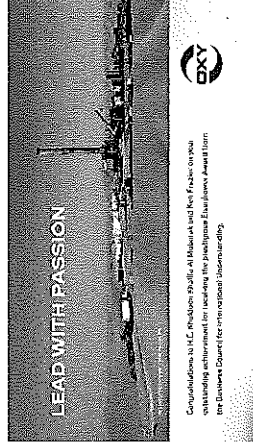
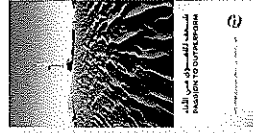
## REPORTING



## LETTERHEAD



## ADVERTISEMENTS

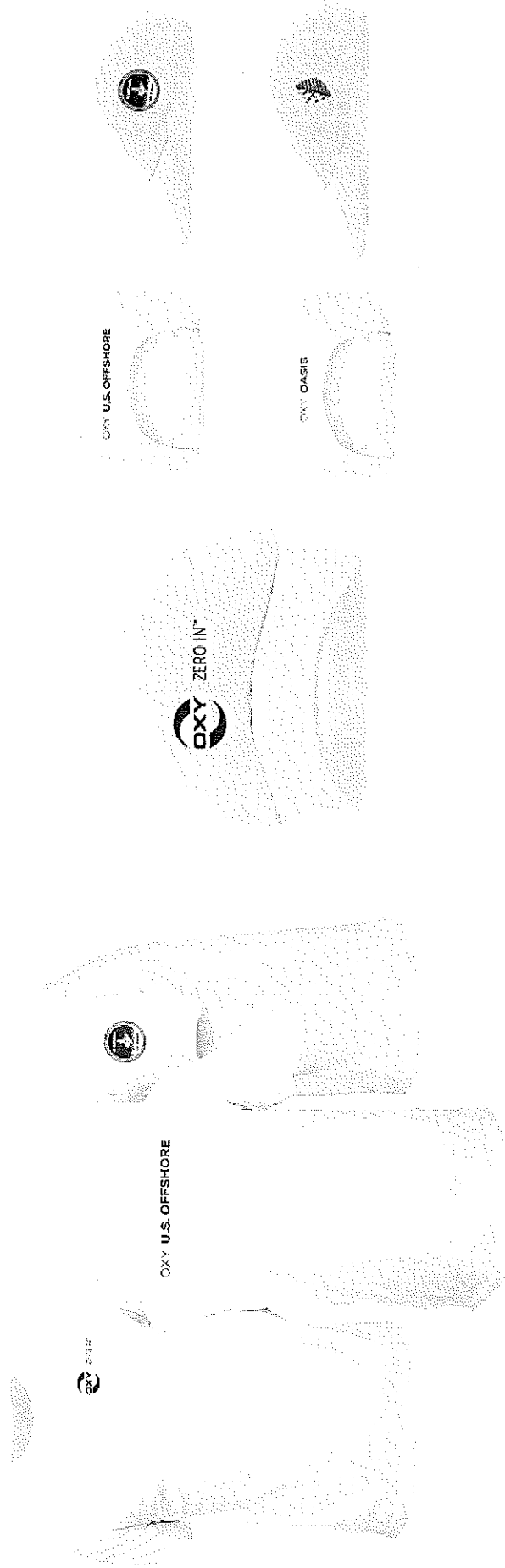


**SECTION 3 - BRAND IN ACTION**

**3.3**

**PROMOTIONAL ITEMS**

When creating promotional items, the Oxy logo can be used alone or with Zero In, but not as a lockup with any other text. Program and supporting badges and language can be used on the sides and backs of items, if there is sufficient distance in placement from the Oxy logo.



## SECTION 3 - BRAND IN ACTION

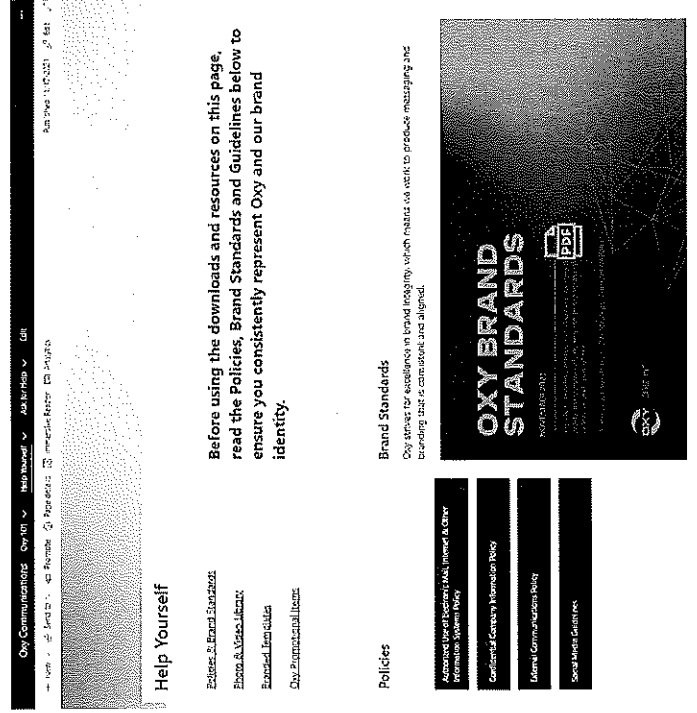
### 3.4

# CONTACT US

We appreciate your commitment to being a brand ambassador, and we're here to help.

If you need additional guidance regarding our brand standards, communications policies, tips or templates, please visit our website:

[communications.oxy.com](http://communications.oxy.com)





Lead with Passion • Outperform Expectations • Deliver Results Responsibly • Unleash Opportunities • Commit to Good

There being no further business to come before the Court, the Judge declared Court adjourned, subject to call.

The foregoing Minutes of a Commissioner's Court meeting held on the 6<sup>th</sup> day of June, A. D. 2022, was examined by me and approved.

Alan Wisdom  
Commissioner, Precinct No. 1

[Signature]  
Commissioner, Precinct No. 3

[Signature]  
Commissioner, Precinct No. 2

[Signature]  
Commissioner, Precinct No. 4

[Signature]  
County Judge

Jennifer Palermo, sup. Jamie Salazar  
JENNIFER PALERMO, County Clerk, and  
Ex-Officio Clerk of Commissioners' Court  
Hockley County, Texas

