



Our People: One Team. One Chesapeake.

Our employees are Chesapeake’s greatest asset, and their energy, passion and skill are the driving forces behind the company’s success.

Our Workforce At-a-Glance

1,251

Employees

60%

Corporate

40%

Field

21%

Women in the workforce

17%

Ethnic minorities in workforce

8

Average years of service

41

Years old, median age

10%

Voluntary turnover

As of Dec. 31, 2021



With such a talented team, collaboration is key to our company’s strength. Our One CHK culture breaks down silos and encourages teamwork in reaching our performance goals. It also values every voice by respecting and celebrating differences and the diverse perspectives that fuel innovation.

We dedicate resources to intentionally shaping and sustaining our One CHK culture. From leadership engagement and employee training to goal setting, we invest in our culture to achieve peak company performance.

People Focused. Performance Driven.

The company’s compensation program is designed to attract, retain and competitively compensate top talent while aligning compensation with company performance.

Our performance management program makes each employee responsible for Chesapeake’s success as employees set individual annual goals that support the company’s business objectives. Those employees who meet or exceed their goals receive a higher bonus payout.

Environmental and safety metrics have always played a prominent role in determining employee compensation. We increased this commitment by adjusting our annual incentive plan to require the company to meet certain ESG metrics before employees are eligible for “above target” payouts, regardless of performance in other areas of the business.

This pay-for-performance program, coupled with an industry-defined salary structure, creates greater transparency among employees about how their performance impacts their total compensation. Not only does this instill a sense of fairness across the organization, we're also able to accurately reward our top performers.

Benefits Program

- 401(k) employer match
- Comprehensive health insurance as well as mental health support programs
- Tuition reimbursement
- 12 company-paid holidays each year
- Adoption assistance
- Flexible work schedule with remote working options
- Abundant paid time off, including parental leave for mothers and fathers

In addition to compensation, we support our employees with a [competitive benefits package](#).

In 2021, 118 male employees and 48 female employees took paid parental leave, with 97% of these employees returning to work full-time after leave. Pregnant employees also have the option of taking short-term disability after the birth of a child to extend their maternity leave if they choose.

Remote Working Flexibility

We encourage honest dialogue among our employees and are responsive to their concerns. As a result of direct employee feedback, we introduced "Work for Your Day." This initiative empowers employees to choose their work locations based on their department guidelines, workloads and schedules for the week.

We believe that workplace flexibility helps to optimize professional success and gives our employees added time and energy for life's responsibilities. Recognizing that no week is the same professionally or personally, employees have autonomy to flex their schedule in partnership with their department and team needs.

Departments are also encouraged to schedule collaboration time — time for the team to gather together in the office to support our workplace culture and team relationships.

Talent Management

We view talent management as an investment in our employees. From our training programs to our career advisory initiatives, our goal is to help Chesapeake employees reach their full potential while driving company success.

Supporting our employees' personal growth begins by equipping the leaders who manage them. Managing and cultivating employee growth is a skill in and of itself, and we offer extensive trainings to help our leaders learn actionable coaching and feedback skills. We view this effort as foundational for all people leaders, which is why we require leaders to include specific actions around developing talent and building strong teams as part of their annual personal goals.



Professional Development Program

Specific to our individual employees, we offer a number of professional development opportunities for team members to pursue additional education or enhance their expertise.

- 100% reimbursement for professional certification tests
- Tuition reimbursement up to the IRS maximum of \$5,250 per year, per employee
- Professional development training for all employees emphasizing teamwork, leadership and career growth
- Petro-technical training supporting specialized courses across the engineering, geology and land disciplines
- eLearning platform with access to more than 1,000 web-based electives designed to build business acumen and technical skills
- Technical courses for non-technical employees designed to breakdown silos and increase industry knowledge

In 2021, we invested more than \$160,444 in 31 employees' continued college or graduate school education.