

EXHIBIT 1

Oaks, Crockett W SHLOIL-CSA

From: Hall, James WD RDS-CS
Sent: Thursday, July 07, 2016 1:39 AM
To: Oaks, Crockett W SHLOIL-CSA
Cc: Croft, Dana B SOPUS-HRN/AG
Subject: RE: CSM - US Selection

Thanks Crockett. Let's indeed look to backfill Bob's role with some younger external talent.

James WD Hall
VP Corporate Security

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From: Oaks, Crockett W SHLOIL-CSA
Sent: woensdag 6 juli 2016 23:11
To: Hall, James WD RDS-CS
Cc: Croft, Dana B SOPUS-HRN/AG
Subject: CSM - US Selection

Confidential

Hello James,

As agreed, I wanted to follow up with you to confirm that Dana and I had the opportunity this afternoon to discuss the captioned subject. I did share with Dana our thoughts based on the discussion this morning. This note just serves to confirm our intent to offer Bob Schoen the CSM -- US role, with Dana's concurrence as well. Dana advised that there is not a specific requirement that would compel us to interview the other candidates, unless we are suggesting that there is a "close candidate" both from a technical and behavioral perspective. Based on this point, I agree that we would be best served not to conduct interviews in an effort to 1) manage time more appropriately; and 2) not create 'false hope' for any candidate. I would like to break the news to Bob tomorrow, as well to send a note of regret to the other candidates.

As it relates to a backfill for Bob's role, I will be crafting a job description which will seek to combine elements of the Regulatory Assurance Manager and Security Advisor role at a JG-4. I anticipate getting this accomplished within the next couple of days in the hopes of posting this position externally within the next week. Many thanks for the support in this effort!

Kind regards,

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