

BEFORE THE ENERGY AND CARBON MANAGEMENT COMMISSION  
OF THE STATE OF COLORADO

IN THE MATTER OF ALLEGED VIOLATIONS OF )	CAUSE NO. 1V
THE RULES AND REGULATIONS OF THE )	
COLORADO ENERGY AND CARBON )	DOCKET NO. 260600156
MANAGEMENT COMMISSION BY <b>NOBLE</b> )	TYPE: ENFORCEMENT
<b>ENERGY INC.</b> , WELD COUNTY, COLORADO )	
)	ORDER NO. 1V-1041

**ADMINISTRATIVE ORDER BY CONSENT**

(Pursuant to Rule 523.d of the Rules and Regulations of the  
Colorado Energy and Carbon Management Commission, 2 CCR 404-1)

FINDINGS

1. Noble Energy Inc. (Operator No. 100322) (“Noble”) is a registered oil and gas operator in the State of Colorado.
2. Noble is the operator of record for the following 232 remediation projects and one spill ID with 277 Forms 27 and 14 Forms 19 listed in Exhibit A.
3. In late June 2024, an employee of Eagle Environmental Consulting, Inc. (“Eagle”) discovered discrepancies in laboratory analytical data related to certain Noble remediation projects.
4. On July 15, 2024, Eagle notified Noble that it believed an Eagle employee may have knowingly falsified analytical lab data and filed Noble Form 27s using the falsified data with the Colorado Energy and Carbon Management Commission (“ECMC”).
5. On July 16, 2024, Noble’s counsel reached out to Eagle’s counsel about potential data falsification issues.
6. On July 24, 2024, Eagle’s counsel confirmed to Noble that an employee had intentionally falsified lab reports that were attached to forms Eagle filed with the ECMC.
7. After July 24, 2024, Eagle retained Burnside Environmental Group (“Burnside”) to investigate the data falsification. Burnside’s lengthy investigation ultimately revealed 495 lab analytical reports associated with 282 Noble remediation projects that the Eagle employee had deliberately falsified, dating back to mid-2021.<sup>1</sup>
8. On August 13, 2024, Noble voluntarily disclosed to ECMC the falsification of data impacting certain Forms 19 and Forms 27 submitted by Eagle. The falsified data

<sup>1</sup> Since July 24, 2024, Noble and ECMC have investigated and reconciled the quantity of remediation projects and falsified Forms. These numbers are accurately reflected in Exhibits A and B and the assessed penalty.

were submitted in multiple Forms 19s and Forms 27, and pertained to analytical results which affected soil, groundwater, and inorganic and organic contaminant data.

9. On October 3, 2024, ECMC Staff first met with Noble to discuss the data falsification.

10. Since August 13, 2024, Noble has undertaken efforts to address the data falsification issues including, but not limited to:

a. Noble has devoted extensive resources to assessing the breadth and depth of Eagle's fraud, including determining which remediation projects were affected, which analytes were falsified in the lab analytical reports, the impacts of other data-related alterations, the remediation status of each affected project, identifying and reaching out to affected surface owners, and developing new Form 27 processing guidelines for its environmental contractors, including laboratories.

b. Noble representatives met with ECMC Staff multiple times between October 3, 2024, and January 9, 2025, to update the Staff regarding the on-going investigations into Eagle's data falsifications.

c. Noble provided Staff with copies of the original, unaltered lab analytical data for every lab report found to have been falsified by Eagle.

d. Noble retained and provided explicit operating guidelines for two new environmental contractors to undertake work previously assigned to Eagle.

e. Noble and ECMC developed a new comprehensive Data Integrity Review ("DIR") process to identify potential errors, omissions, discrepancies, and/or other relevant deficiencies associated with Eagle's data falsifications that affected Noble remediation projects. Documents within the scope of the DIR included laboratory documentation submitted by Eagle to ECMC, related summary tables or figures generated by Eagle, Site Investigations Reports and associated Workplans, and Form 27 narrative entries. This procedure is now a requirement under ECMC's Notice to Operators, Data Integrity Practices, issued on April 8, 2025.

f. Noble timely provided its Corrective Action Prioritization Plan ("CAPP") to ECMC on August 19, 2025. Noble's CAPP describes the methodology Noble is following, consistent with ECMC's May 20, 2025, Operator Instructions, to identify all data falsifications through its DIR process, submit corrected Forms 27 to ECMC and, upon ECMC approval, undertake any required remediation at the projects affected by Eagle's conduct.

11. As of May 1, 2026, Noble continues to implement the CAAP, including by working diligently with surface owners to obtain access to their property as necessary, submitting corrected Forms 27 consistent with ECMC's May, 2025 Operator Instructions, and conducting required remediation work at projects affected by Eagle's conduct where access has been obtained.

12. As a result of the data falsification by Eagle, the Commission alleged that Noble violated ECMC Rules of Practice and Procedure, 2 CCR 404-1 (“Rule” or “Rules”) 207, 602.a. and 602.c.

### **Notice of Alleged Violation Number 404289853**

#### **Rule 207 - Reports**

13. ECMC Rule 207 requires that any report required under the Commission’s Rules or requested by the Director or the Commission be timely filed, complete, and comply with the requirements set forth in the Commission’s Rules or any requirement set by the Director or the Commission.

14. On August 13, 2024, Noble voluntarily disclosed extensive falsification of data in Forms 19 and Forms 27 submitted to ECMC on Noble’s behalf.

15. As the Operator of record for the locations and remediation projects at issue, Noble violated Rule 207.

#### **Rule 602 – General Safety Requirements**

16. Pursuant to Rule 602.a., Operators will familiarize their employees, contractors, and subcontractors with the Commission’s Rules as they relate to the person’s job functions.

17. Pursuant to Rule 602.c., Operators are responsible for ensuring that operations are conducted with due regard for the safety of employees, for the preservation and conservation of property, and for protecting and minimizing adverse impacts to public health, safety, welfare, the environment, and wildlife resources

18. On August 13, 2024, Noble voluntarily disclosed extensive falsification of data of Forms 19 and Forms 27 submitted to ECMC on Noble’s behalf. These inaccuracies were solely the result of Eagle’s laboratory data falsifications that were inserted into the Forms 19 and Forms 27 filed with ECMC.

19. As the Operator of record for the locations and remediation projects at issue, Noble violated Rule 602.a. and Rule 602.c.

#### **NOAV 404289853**

20. On July 22, 2025, the Commission issued Notice of Alleged Violation (“NOAV”) No. 404289853 to Noble, alleging the following violations:

- a. Noble failed to file accurate and complete reports under Rule 207; and
- b. Noble failed to train and supervise its contractor to ensure its contractor understood the requirements of the Commission’s Rules, and failed to ensure that records were submitted with due regard for protecting and

minimizing adverse impacts to public health, safety, welfare, the environment, and wildlife resources, violating Rules 602.a. and c.

21. On July 22, 2025, Noble accepted service of the NOAV by electronic mail and waived service by certified U.S. mail.

22. As a corrective action, ECMC Staff required Noble to: “[w]ithin 28 days, deliver a prioritized plan to comply with direction provided by Staff on May 20, 2025, to reassess and remediate all remediation projects affected by falsified data. The plan will achieve reassessment and delineation of all falsified data locations within 6 months under approved Form 27s workplans. Operator will fully remediate all soil only contamination locations within 1 year.” Doc. No. 404289853.

23. On August 19, 2025, Noble timely submitted to ECMC a prioritized plan to reassess and remediate the remediation projects affected by falsified data, in accordance with the NOAV corrective action.

24. ECMC reviewed and evaluated Noble’s prioritization plan and found it to be satisfactory.

25. ECMC continues to coordinate with Noble on the relevant remediation projects to progress the reassessments on these sites in accordance with the prioritization plan.

26. On August 1, 2025, ECMC granted Noble an extension until September 16, 2025, to submit an Answer to the NOAV.

27. On September 16, 2025, Noble submitted its Answer to the NOAV.

### **Penalty Calculation**

28. Following a factual investigation and legal review of the violations alleged in the NOAV described above, ECMC asserts Noble has failed to comply with Rules 207 and 602.a. as described in the table attached hereto as Exhibit B.

29. Enforcement Staff determined that the Rule 602.a. and 602.c. violations alleged in the NOAV were duplicative and consolidated the Rule 602.c. violation into Rule 602.a.

30. Pursuant to Rule 525 and the Commission’s Enforcement Guidance and Penalty Policy, Enforcement Staff calculated a penalty of \$6,416,735 for these violations. The penalty calculation is based on the following:

- a. Rule 207;
  - i. A starting date when each individual falsified Form 19 and 27 was filed. An end date of August 13, 2024, the date Noble voluntarily disclosed Eagle’s data falsification actions to ECMC;

1. In the event a Form 19 or Form 27 was filed after the date of disclosure, or disclosed after the initial disclosure, the end date is considered the date of filing.
      - ii. The Commission classifies Rule 207 as a Class 1 violation;
      - iii. Moderate impact. The submission of falsified data creates a threat of significant adverse impacts from contaminants remaining in-situ longer than they would have if not for the data falsification; and
      - iv. Daily base penalty of \$1,500.
    - b. Rule 602.a.;
    - i. A starting date when the first individual Form 19 or 27 was submitted by Eagle. An end date of August 13, 2024, the date Noble notified ECMC Staff of potential data falsification by Eagle and began taking steps to remedy the falsification;
      - ii. The Commission classifies Rule 602.a. as a Class 2 violation;
      - iii. Moderate impact. Noble's failure to train and supervise its contractor, as well as its failure to ensure that its contractor submitted records with due regard for protecting and minimizing adverse impacts, created a threat of significant adverse impacts from contaminants remaining in-situ longer than they would have if not for the data falsification; and
      - iv. Daily base penalty of \$5,000.
    - c. No aggravating or mitigating factors.
    - d. A 20 percent reduction offered as an incentive for settlement; and
    - e. Application of the Duration Matrix as described in the Enforcement Guidance and Penalty Policy.
    - f. Enforcement Staff exercised its discretion to suspend a portion of the penalty as detailed in the Order below to ensure that the penalty assessed is appropriate to the nature of the violation, per Rule 525.c.(4). Staff is unaware of any additional adverse impacts to public health, safety, and welfare, the environment and wildlife resources—beyond those resulting from the minor, if any, original impacts—resulting from Noble's failure to comply with Rules 207 and 602.a. As such, Enforcement Staff believe the proposed penalty is appropriate to the nature of the violation.
    - g. Pursuant to Rule 525.f., Enforcement Staff exercised its discretion to allow Noble to satisfy a portion of the penalty amount by funding certain public projects as detailed in the Order below. Enforcement Staff further exercised its discretion pursuant to the Rule to allow funds expended by Noble on these public projects to offset the penalty amount at a dollar amount greater than 1:1, as described below. The public projects described below constitute qualifying public projects as defined in Rule 525.f. because they will provide tangible benefit to public health, safety, welfare, the environment, or wildlife resources.

**AGREEMENT**

WHEREAS, Noble agrees to this Administrative Order by Consent only for the purpose of expeditiously resolving the matter without a contested hearing, which is deemed beneficial to both Parties. Noble reserves the right to contest the Findings in any proceeding before any agency, court, or other tribunal, except in a proceeding to enforce the terms of this Administrative Order by Consent. The Findings and action undertaken by Noble pursuant to this Administrative Order by Consent shall not constitute evidence of fault or liability by Noble with respect to any third-party claim against Noble.

WHEREAS, pursuant to Rule 525.f., in its discretion, the Commission may allow an operator to satisfy a penalty in whole or in part by a Public Project that the operator is not otherwise legally required to undertake. In partial satisfaction of the penalty amount, Noble and the Director have agreed that Noble may fund multiple Public Projects, described below.

NOW, THEREFORE, based on the Findings and pursuant to Rule 523.d.(1) and the Commission's Enforcement Guidance and Penalty Policy, the Director proposes and Noble requests that the Commission approve the Order set forth below.

RECOMMENDED this 3rd of June, 2026.


ENERGY AND CARBON MANAGEMENT COMMISSION  
OF THE STATE OF COLORADO

By  /s/ Chris Coleman  
Chris Coleman, Enforcement Advisor

By  /s/ Annie Chaivre  
Annie Chaivre, Enforcement Advisor

AGREED TO AND ACCEPTED THIS 3rd day of June,  
2026.

NOBLE ENERGY INC.

By    
Signature of Authorized Company Representative

Carrie Goddard

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Print Signatory Name

General Manager Operations, S&TB Colorado Region

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Title

## ORDER

HAVING CONSIDERED the Findings detailed above, the COMMISSION ORDERS:

1. Noble is found in violation of Commission Rules 207.a. and 602.a., as described above.

2. Noble is assessed a total penalty of \$6,416,735.

a. Noble will pay \$400,000 of the penalty amount via certified check within 30 days after the final Order in this matter is transmitted by the Commission.

b. In satisfaction of \$1,204,184 of the assessed penalty and in lieu of paying that amount to the Commission, Noble shall fund certain public projects as outlined below in Paragraph 3. Pursuant to Rule 525.f., every \$1 Noble spends on public projects will be considered \$1.54 of the penalty amount.

3. The Public Projects below constitute qualifying “public projects” as defined in Rule 525.f. because they benefit public health, safety, welfare, the environment, or wildlife resources and, except for those responsibilities set forth below in this Order, Noble has no pre-existing legal obligations with respect to the Public Projects. The Public Projects described below are in settlement of the violations found herein, are to be directly funded by Noble, and do not constitute publicly-funded contracts. Certain costs below are estimates. Noble will only be responsible for Public Project costs in the amount of \$783,003. Should actual costs exceed that amount, Noble will not be responsible for the excess amount. The Public Projects consist of:

a. Payment to a third-party contractor identified by ECMC Enforcement Staff (“Contractor A”) for up to \$116,500 subject to the following terms:

i. The funding provided to Contractor A will be used to pay for assessment of pit sites that require waste evacuation, liner removal, soil sampling, and final site reclamation and revegetation.

ii. Payment to Contractor A shall be made within twelve months of the effective date of Order No. 1V-1041.

iii. Should partial or full payment of \$116,500 not be made within twelve months of the effective date of Order No. 1V-1041, Noble will pay the outstanding partial or full penalty amount via certified check within 20 days to the Commission.

b. Payment to a third-party contractor identified by ECMC Enforcement Staff (“Contractor B”) of up to \$230,000 subject to the following terms:

i. The funding provided to Contractor B will be used to pay for a review of Forms 27 and Forms 19 submitted to ECMC by Eagle and Tasman Geosciences, Inc. from November 31, 2021 to January 1, 2026, looking for data point falsification.

- ii. Payment to Contractor B shall be made within twelve months of the effective date of Order No. 1V-1041.
    - iii. Should partial or full payment of \$230,000 not be made within twelve months of the effective date of Order No. 1V-1041, Noble will pay the outstanding partial or full penalty amount via certified check within 20 days to the Commission.
  - c. Payment of \$150,000 to the Payne Institute for Public Policy at Colorado School of Mines to support the Geothermal Solutions Summit (“the Summit”) from November 30, 2026 - December 3, 2026. ECMC is co-hosting this event in collaboration with Colorado School of Mines and Colorado Energy Office. The funding provided to the Payne Institute for Public Policy will be used to encourage community and tribal participation in the Summit, host a related workshop, fund a scholarship program, and support public education efforts in Colorado pertaining to geothermal development.
    - i. Payment will be made to the Payne Institute for Public Policy at Colorado School of Mines. A specific transaction date will be determined prior to the Summit on November 30, 2026.
    - ii. Should partial or full payment of \$150,000 not be made by November 30, 2026, Noble will pay the outstanding partial or full penalty amount via certified check within 20 days to the Commission.
  - d. Payment of up to \$130,000 to Ground Water Protection Council (GWPC). GWPC is a nonprofit organization which consists of state ground water regulatory agencies. WaterSTAR is a specialized environmental software RDBMS product, data management, and set of tools for managing laboratory analytical and field data for all environmental matrices for oil and gas agencies.
    - i. Payment of \$130,000 to GWPC shall be made within twelve months of the effective date of Order No. 1V-1041.
    - ii. Should partial or full payment of \$130,000 not be made within twelve months of the effective date of Order No. 1V-1041, Noble will pay the outstanding partial or full penalty amount via certified check within 20 days to the Commission.
  - e. Payment to a third-party contractor identified by ECMC Enforcement Staff (“Contractor C”) of up to \$ 156,503. The funding will allow ECMC to collect split samples to directly compare sample analytical results with Noble’s results.
    - i. Payment of \$156,503 shall be made within twelve months of the effective date of Order No. 1V-1041.
    - ii. Should partial or full payment of \$156,503 not be made within twelve months of the effective date of Order No. 1V-1041, Noble will pay the outstanding partial or full penalty amount via certified check within 20 days to the Commission.

4. Upon Noble's request but no more often than quarterly, ECMC will update Noble on the Public Projects work status and costs incurred and provide Noble with invoices documenting the fees billed for time and materials by each contractor and, before Noble is required to pay such fees, documentation demonstrating that ECMC approved or is otherwise satisfied with the contractor's work

5. The remainder of the penalty amount, \$4,812,551, is suspended (the "Suspended Penalty") and will be vacated based on the following schedule and actions to be taken by Noble.

- a. Noble confirms that it has performed an internal audit of all forms submitted by Eagle found to have falsified laboratory analytical data consistent with ECMC's May 20, 2025, Operator Instructions (Document no. 2193454) and has submitted a confidential summary of the results of such audit to the Commission.
- b. Over the next four years, Noble shall perform quality control checks of two percent (2%) of its total written Forms 19 and 27 submitted each year. "Quality control check", for purposes of this Order only, shall mean that Noble shall ensure its contractors provide all third-party laboratory reports to Noble in a locked and password protected format deemed acceptable to the ECMC. Additionally, Noble will review each of the original laboratory reports against the respective Forms 19 and 27 to ensure accuracy prior to submission. Noble shall maintain a database of the forms quality control checked and the results of those quality control checks, available on the Director's request. Should Noble discover an error in the course of a quality control check it will take all necessary steps to promptly correct the error. Discovery and correction of such an error shall not be considered a breach of this section 5.b., nor shall it result in an enforcement action, if Noble discloses to ECMC the error and a plan for corrective action within five business days of discovery. The quality control check procedure set forth in this paragraph shall become effective 90 days from the effective date of this Order.
- c. Noble will provide a summary of training and oversight instructions and procedures for contractors managing Form 27 and Form 19 submissions to the Commission no later than 60 days after the effective date of this Order.

6. One year after the effective date of this Order, and for each subsequent year during which Noble remains in compliance with the requirements of Paragraph 5, the total outstanding amount of the Suspended Penalty (\$4,812,551) will be reduced by 25 percent. Specifically, the amounts by year shall be as follows:

- a. If Noble fails to comply with the requirements of Paragraph 5 during the first year after the effective date of this Order, the total amount due and payable is \$4,812,551.

- b. If Noble fails to comply with the requirements of Paragraph 5 during the second year after the effective date of this Order, the total amount due and payable will be \$3,609,414 (75 percent of the original Suspended Penalty).
- c. If Noble fails to comply with the requirements of Paragraph 5 during the third year after the effective date of this Order, the total amount due and payable will be \$2,406,276 (50 percent of the original Suspended Penalty).
- d. If Noble fails to comply with the requirements of Paragraph 5 during the fourth year after the effective date of this Order, the total amount due and payable will be \$1,203,138 (25 percent of the original Suspended Penalty).

7. Noble agrees to this Administrative Order by Consent only for the purpose of expeditiously resolving the matter without a contested hearing, which is deemed beneficial to both Parties. Noble reserves the right to contest the Findings in any proceeding before any agency, court, or other tribunal, except in a proceeding to enforce the terms of this Administrative Order by Consent. The Findings and action undertaken by Noble pursuant to this Administrative Order by Consent shall not constitute evidence of fault or liability by Noble with respect to any third-party claim against Noble.

8. Compliance dates specified in this Order may be extended only for good cause, as determined at the Director's sole discretion. A request for extension must be made, in writing, at least 30 days prior to the pertinent deadline, or as soon as possible if 30 days prior notice is not feasible. Failure to receive an extension prior to the compliance deadline or the failure to meet a compliance deadline may constitute a new violation subject to additional penalties.

9. This Order is effective as of the date it is transmitted to Noble by the Commission. It constitutes final agency action for purposes of judicial review.

10. The Commission expressly reserves its right after notice and hearing, to alter, amend, or repeal and/or all of the above Order.