

CONOCOPHILLIPS

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www.conocophillips.com/careers

At ConocoPhillips, responsibly delivering energy to the world is just the beginning. As an international, integrated energy company, ConocoPhillips operates worldwide with assets and businesses in nearly 40 countries. Employees from the company are diverse in knowledge, experiences, cultures and values, all of which play a crucial role in the success of the company's activities.

LOCATIONS

Houston, Texas (HQ)

Across the US and nearly 40 countries worldwide

THE STATS

	Total in the U.S.		Total outside the U.S.		Total worldwide	
	2008	2007	2008	2007	2008	2007
Number of employees					33,800	32,600
Revenue (billions)					\$241	\$187

RECRUITING

Please list the schools/types of schools at which you recruit.

- Ivy League schools
- Other private schools
- Public state schools
- Historically Black colleges and universities (HBCUs)
- Hispanic-serving institutions (HSIs)

Do you have any special outreach efforts directed to encourage minority students and graduates to consider your firm?

- Hold a reception for minority students.
- Conferences
- Advertise in minority student association publication(s) or other minority-focused publications.
- Participate in/host minority student job fair(s) or other minority-focused job events.
- Sponsor minority student association events.
- Firm's employees participate on career panels at school.
- Outreach to leadership of minority student organizations.
- Scholarships or intern/fellowships for minority students
- Mentoring programs
- Pre-college and pipeline programs
- Post positions on minority job boards

What activities does the firm undertake to attract minority and women employees?

- Partner programs with women and minority associations
- Conferences
- Participate at minority job fairs
- Utilize online job services
- Mentoring programs
- Post positions on diversity job boards
- Promote diversity and diverse workplace in collateral and on website

Do you use executive recruiting/search firms to seek to identify new diversity hires?

Yes.

ENGINEERING INTERNSHIPS & CO-OPS

ConocoPhillips Internship Program

Deadline for application: Positions are posted online at www.conocophillips.com/careers as they become available. Resumes are accepted through our website on an ongoing basis, however it is recommended that students apply by September/October. Students should also check with their university career center for postings and to apply.

Number of interns in the program in summer 2008: 400+

Pay: Competitive pay (In addition, housing and relocation allowances offered.)

Length of the program: 10 to 12 weeks

Key components of our internship program include:

- Providing challenging and meaningful assignments. Our newest team members are with us to make an impact. This means real world assignments designed to enrich their understanding of their field and the industry as a whole.
- Providing each intern with a formal project mentor. By pairing every intern with a mentor, we continue strengthening relationships as well as provide a personal resource for questions, project consultation and overall career advice.

ConocoPhillips offers internships in a variety of areas of the company, including exploration and production, refining, marketing, transportation, project development, commercial, health, safety, environmental, human resources, information technology, procurement and communications.

We hire multiple disciplines for these internships including petroleum engineering, chemical engineering, mechanical engineering, computer science and geology business.

ENGINEERING SCHOLARSHIPS

ConocoPhillips SPIRIT Scholars Program

Deadline for application for the scholarship program: Application period is typically from September 1st through October 31st

Scholarship award amount: Annual scholarship award of \$5,000 with the possibility of award increases after internship(s).

Website: www.conocophillips.com/careers

Tomorrow can begin today for students interested in a career in the energy industry. The ConocoPhillips SPIRIT Scholars program provides scholarships, educational opportunities and professional development for qualified students.

Application Process: Participating universities include Colorado School of Mines, Oklahoma State University, Texas A&M University, University of Oklahoma, University of Texas, University of Tulsa, Texas Tech University and Kansas State University. To be considered for the ConocoPhillips SPIRIT Scholars Program, students must fill out an application form supplied by the university during the scholarship open enrollment period (typically September 1st through October 31st).

Scholarship award recipients receive:

- Annual scholarship award of \$5,000. Funding continues until graduation date listed on application as long as recipient maintains minimum required GPA, attends university hosted scholars events, continues to be enrolled in a discipline recruited by ConocoPhillips and maintains interest in a career in the energy industry.

- Potential scholarship award increase of \$1,000 following the successful completion of each internship with ConocoPhillips after becoming a SPIRIT Scholar
- Financial support for enrichment and development activities
- Professional development: Mentoring partnerships are developed between the SPIRIT Scholar and a professional at ConocoPhillips; participation in visits to ConocoPhillips headquarters and other company facilities; participation in various professional development and lecture series events; extensive exposure to the energy business and ConocoPhillips and opportunity to be considered for internship and full time employment with ConocoPhillips

Additional scholarships and fellowships

In addition to the SPIRIT scholars program, funding is directed to specific student organizations, universities and other community organizations. The details of these scholarships and fellowships vary by university and degree program. Some examples of universities that we fund scholarships and/or fellowships at include: Colorado School of Mines, Cornell University, Louisiana State University, Texas A&M University, University of Oklahoma, University of Texas, Rice University, University of Illinois, and the University of Wyoming. An example of a community organization that we fund scholarships through is the Boys & Girls Club of America.

AFFINITY GROUPS

As part of our commitment to our people value, ConocoPhillips promotes diversity in the workplace by supporting employee network groups at the company headquarters in Houston, Texas. Other groups exist globally. Some of our employee networks include:

- The Asian American Network provides a medium for sharing, learning and supporting one another to become better leaders and increase contributions to achieve corporate goals.
- The Family Spouse Network offers support while providing service and social activities for spouses.
- The Fellowship of Recent Engineering and Science Hires facilitate professional development and networking among ConocoPhillips' upstream engineers and geoscientists with five or fewer years of experience.
- The Hispanic Network provides leadership on diversity and Hispanic issues and focuses on business and personal development to achieve corporate, individual and community objectives.
- The Buddy Program helps new hires ease into the organization by focusing on value-added issues that lead to increased confidence and self-esteem.
- The Network Group exchanges information to increase corporate insight, knowledge and personal development among people of African descent and improves the community in which we live and work.
- The New Hire Network provides recent hires an environment in which to meet and network while promoting professional growth, effective cross-functional communication, social and volunteer opportunities

and encouragement in growth and development as a way to increase retention.

- The Women's Informal Networking Group encourages women to take an active role in personal and professional development, provide a forum to build strong relationships through networking and make a difference through women-oriented outreach activities.

ENTRY-LEVEL/TRAINING PROGRAMS LEADING TO FULL-TIME OPPORTUNITIES & ROTATIONAL PROGRAMS

ConocoPhillips is committed to ensuring our new university hires are able to build on what they've learned while continuing to grow in their fields. By fueling their passions, we foster an even greater spirit of discovery—and this is one of the ways we will find and develop the energy our world relies on.

STRATEGIC PLAN AND DIVERSITY LEADERSHIP

What trends in your industry affect your corporate diversity goals, strategies and/or internal or external alliances?

Today the energy industry faces several key challenges: fostering understanding and improving reputation among stakeholders of the oil and gas business, attracting a skilled workforce that reflects the population of global operations, managing aging workforce demographics and how to plan for their replacement, and providing a flexible yet productive work environment that attracts, develops and retains high-performing employees. ConocoPhillips strives to place the right people, with the right skills, to create the right business results.

In all locations, the company is committed to developing local employment opportunities that provide not only local jobs but also opportunities for development into potential global career assignments. To support this goal, ConocoPhillips has developed talent management teams to ensure consistent development and staffing opportunities globally for key disciplines in each business and corporate function. The teams create consistent career maps that outline the skills and expectations for each career path. The teams evaluate staffing on a global basis, to consider qualified candidates from all regions, and review career map promotions, along with training and development, to ensure global consistency.

How does the firm's leadership communicate the importance of diversity to everyone at the firm?

The major businesses at ConocoPhillips are responsible for reviewing and progressing diversity within their respective businesses to ensure they have a skilled workforce that reflects the communities in which they operate. This is reviewed through their annual succession planning and workforce planning processes.

RETENTION & PROFESSIONAL DEVELOPMENT

Please identify the specific steps you are taking to reduce the attrition rate of minority and women employees.

Professional skills development program, including minority and women employees.

Development is a joint responsibility—all employees are responsible for managing their own careers through performance management and continued learning, while the company is responsible for providing development and learning opportunities that encourage employee success while helping the company reach its strategic goals.

ConocoPhillips has functional-based talent management teams that identify critical skill sets and create development tools such as career guides to help employees and supervisors manage functional career development. These talent management teams include engineering, geosciences, business development, transportation, marketing, commercial, finance, global information services, and legal and humans resources, among others.

ConocoPhillips continues to enhance its global learning and development framework to provide tiers of programs for the different needs employees have at different times in their careers, such as new hires, front-line supervisor or more senior leaders. All of the offerings center around key themes of delivering results, managing change and developing relationships.

DIVERSITY MISSION STATEMENT

At ConocoPhillips we strive to represent and reflect the global communities in which we live and work. To deliver superior performance, we create an environment of inclusion that respects the contributions and differences of every individual (employees, contractors, suppliers and business partners). Wherever possible, we use these differences to drive competitive business advantage, personal growth and ultimately create success for ConocoPhillips globally.

What diversity and inclusion means to ConocoPhillips:

At the heart of diversity and inclusion is respect for people of all backgrounds.

Diversity and inclusion at ConocoPhillips work hand-in-hand to ensure that our commitment to values, performance and excellence are sustained. Diversity is about running the business better by creating a workforce that encompasses a wide variety of cultural experiences,

backgrounds and ways of thinking. Inclusion supports diversity by ensuring that an environment exists where every individual's contributions and differences are respected and valued. A diverse and inclusive environment challenges our way of thinking by bringing together a variety of talents, backgrounds and experiences, and serves as a catalyst for new ideas and innovation.

At ConocoPhillips, discovering and developing the best ways to make our differences work—for the good of our enterprise, our employees, our vendors and our communities—is an ongoing process.

ADDITIONAL INFORMATION

Work-Life Programs

ConocoPhillips is committed, both inside and outside of the workplace, to the health and well-being of employees. The following programs exist globally at ConocoPhillips:

- Flexible work schedules
- Corporate wellness programs
- Education assistance • Corporate volunteerism
- Employee assistance program
- Family-friendly corporate events at many locations