

You +



November 2017

ConocoPhillips is committed to making sure your transition from student life to a ConocoPhillips employee or intern is as seamless and enjoyable as possible. That's why we're bringing you a monthly overview of company news and information to help you prepare. It's not just you—it's *You +*.

You + ConocoPhillips

- + Be on the lookout for your Finals Care Package coming in the mail. A small gift from us here at ConocoPhillips to wish you good luck on your final exams and a safe holiday break.
- + You can help ensure all information and documents needed for your first day of work are delivered to you in a timely manner by keeping your contact information up to date on your careers.conocophillips.com profile.
- + Visit our [Intern](#) or [New Hire](#) resource centers for information and answers to frequently asked questions. You can also contact Jennifer Adams (jennifer.p.adams@conocophillips.com), your corporate new hire and intern program coordinator.

SPIRIT Values Spotlight

Our SPIRIT Values set the tone for how we behave with all our stakeholders, internally and externally. They are a source of pride and unify our organization. These values are recognized throughout the industry and distinguish us from our competitors.



RESPONSIBILITY

We are accountable for our actions. We are a good neighbor and citizen in the communities where we operate.

On Nov. 6, more than 700 middle school students enjoyed Math and Science Night in Bartlesville, OK – home to one of our corporate offices. The goal of this event was to help sixth through eighth graders in the community learn more about the STEM (science, technology, engineering and math) fields of study and career opportunities in the energy industry. More than 160 ConocoPhillips volunteers helped run over 30 interactive stations, ranging from coding, virtual reality and plate tectonics to oil spills, robotics and more. More than 90 prizes were given away, including four trips to Houston for students to enjoy “A Day in the Life of a Scientist.” Read more about the event [here](#).



ConocoPhillips Celebrates Employee Network Anniversaries

- + Earlier this month, the Black Employee Network (BEN) celebrated its 30th anniversary. As the first employee network, BEN laid the foundation for all affinity groups to come and has constructed an enduring legacy of providing opportunities for personal and professional development and giving back to the community.
- + Also celebrating this fall, the LGBTQA Employee Network (Lesbian, Gay, Bisexual, Transgender, and Allies) became Houston's ninth affinity group five years ago. The group dedicates itself to the goals of fostering a diverse workforce and creating an inclusive environment of mutual respect.
- + Learn more about all of ConocoPhillips Employee Networks [here](#).

ConocoPhillips Supports Parents When It Matters Most

Effective Jan. 1, 2018, ConocoPhillips will provide two weeks of paid leave for all parents (mothers, fathers and adoptive parents). This change also extends to birth mothers who already receive maternity leave, allowing them to now have up to 10 weeks of 100 percent paid leave. You can read how this policy change is viewed by some of our ConocoPhillips parents [here](#). In the words of Ellen DeSanctis, vice president of Investor Relations and Communications and the company's Parents Network executive sponsor: “Parenting is hard. Working is hard. These are two hard jobs. To attract and retain top talent, we have to be able to help our employees do these hard jobs well.”



Pictured on the Left: Employee Ben Palmer with his three kids

The Houston Astros Win the World Series

ConocoPhillips has partnered with the Houston Astros since 2000. On Nov. 14, we celebrated Astros Day at our Houston corporate office with surprise guest, Team Manager A.J. Hinch. He shared personal sentiments on what it was like to be in the dugout during the World Series, and how he strives to be the “calmest heartbeat in the room” showcasing his confidence in his players.



Left Photo: ConocoPhillips main campus lawn decorated for Astros day

Right Photo: ConocoPhillips CEO and Chairman Ryan Lance shaking hands with guest speaker A.J. Hinch, Houston Astros Manager

America's Pastime and Petroleum Products

Regardless of your team affiliation, natural gas and oil products play a notable role in the success of your favorite franchise. Click [here](#) to read how products derived from natural gas and oil are a significant part of baseball season.

In the News

- + Watch Ryan Lance, ConocoPhillips Chairman and CEO discuss his outlook for the energy business and global oil production in interviews with CNBC and Bloomberg News:
 - o [CNBC](#)
 - o [Bloomberg News](#)
- + On Nov. 8, ConocoPhillips held an Analyst and Investor Meeting to outline the company's 2018-2020 Operating Plan. Read more [here](#).

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