You +

April 2017

At ConocoPhillips, we believe in sharing knowledge. That's why we're bringing you a monthly overview of company news and information to help you during your transition. It's not just you—it's *You +*.

You + Your First Day

+ Once you have successfully completed your pre-employment process and have been "cleared to hire," your functional recruiting coordinator (FRC) or supervisor will contact you to discuss your assignment and details about your first day. If you are within a week of your start date and have not spoken with anyone, reach out to your FRC.

+ One to two weeks before your first day, you will receive an email from one of our human resources assistants regarding your orientation, directions to the building and what time you should arrive.

  This email will also include the documents that you must bring on your first day to verify your employment eligibility:
  - I-9 acceptable documentation (page 4)
  - **Graduate new hires only:** proof of degree (copy of diploma or final transcript)

+ More information about your first day is available on the Intern or New Hire resource centers. If you can't find the answer there, feel free to contact Jennifer Adams, (*jennifer.p.adams@conocophillips.com*), your corporate new hire and intern program coordinator.

+ As always, you can help ensure everything from us is delivered to you in a timely manner by keeping your contact information up to date on your careers.conocophillips.com profile.

SPIRIT Value 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.

SAFETY

We operate safely. As our first SPIRIT Value, safety is the cornerstone of ConocoPhillips operations. Our philosophy – "Our work is never so important that we cannot take the time to do it safely" – was adopted in the late 1930s and has served as a constant reminder of the importance of protecting the health and well-being of our people, our partners and the communities where we work each day. Our Life Saving Rules guide the behavior of employees and contractors working on our global operations.

Every year, the ConocoPhillips SPIRIT of Performance Awards honor the people and teams who best exemplify our company's highest standards of performance in conducting business, upholding our commitment to safety and well-being, and contributing to society. This year, 10 of our employees earned the **Lifesaver Award** by going above and beyond to save lives in 2016. Click here to read about these 10 individuals' efforts and other recipients of the SPIRIT of Performance Awards.

Frequently Asked Questions

I need to change the date or location of my eSTAFFING Employment Screening?

The email sent to you regarding your eSTAFFING Employment Screening includes a location based on the address in your careers.conocophillips.com profile. You can help us ensure that you are assigned to a convenient location by keeping your contact information up to date.

If you need to change the location or the time for your eSTAFFING Employment Screening, please call HR Connections at (877) 812-7547 and ask for a pre-employment associate. You can also send an email to *recruitUS@conocophillips.com* for rescheduling.

2016 Annual Report and 2017 Fact Sheets

Two key company publications, the annual report and fact sheets, are now available. In this year's letter to shareholders, CEO Ryan Lance discusses the significant changes we have made as a company to reposition ourselves for the new, low price environment. The company fact sheets provide details on our six operating segments, global exploration and an overview of several company-wide programs.

Where Does ConocoPhillips Operate?

ConocoPhillips is the world's largest independent exploration and production (E&P) company based on production and proved reserves. ConocoPhillips explores for, produces, transports and markets crude oil, bitumen, natural gas, natural gas liquids and liquefied natural gas on a worldwide basis. ConocoPhillips conducted exploration activities in 12 countries and produced hydrocarbons in 11 countries as of Dec 31, 2016. Click here to view a map of our worldwide operations and locations.

In The News

+ **ConocoPhillips – Cenovus Canada Transaction.** This significant transaction accelerates our value proposition. Read the news release here.
+ ConocoPhillips to hold **first-quarter earnings** conference call on Thursday May 2, 2017. Read the news release here.
+ **Profits made of sand:** Specialty sand market heats up as oil, gas drilling rebounds. Click here to learn more.
+ **There's Power in Cooperation.** Driven by economic growth and development, global demand for energy continues to increase. All sources of energy will be needed to meet that demand. Learn more about these energy sources and how they are providing access to new opportunities for meeting our energy needs here.

Stay Connected

For more ConocoPhillips news and information, find us here:

conocophillips.com

Still have questions? Send us an email at UniversityRelations@ConocoPhillips.com