



May 2019

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

Reminders!

- + Be on the lookout for an email one to two weeks before your first day from one of our human resources assistants regarding your orientation, directions to the building and what time you should arrive. **P.S. Don’t forget to check your spam inbox!**
- + Click [here](#) to review the You + Your First Day frequently asked questions and webinar held in February to help answer any questions you may have.
- + 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](https://careers.conocophillips.com) profile.
- + Don’t forget about our [Intern](#) or [New Hire](#) resource centers. If you can’t find the answer you need, feel free to contact Jennifer Adams ([jennifer.adams@conocophillips.com](mailto:jennifer.adams@conocophillips.com)), your corporate new hire and intern program coordinator.

SPIRIT Value Spotlight



Innovation

*We anticipate change and respond with creative solutions. We are responsive to the changing needs of the industry. We embrace learning. We are not afraid to try new things.*

Data-Driven Aspirations

*ConocoPhillips partners with four universities to develop tomorrow’s data-savvy workforce*

In today’s dynamic exploration and production industry, bits and bytes are the new black gold. Across ConocoPhillips’ business units and functions, data flows like oil. There’s subsurface data, production data, facilities data, wells data, financial data, and commercial data.

And while all E&P companies have data, what separates them is how they use it. At ConocoPhillips, employees have taken things to a new level, using data analytics universally to deliver efficiency gains across the company, from Alaska to Eagle Ford to the corporate back office. Data Analytics is spreading to every part of the company, resulting in better and faster decisions.

Click [here](#) to learn more about the way our company is using transformative tools to improve business practices, lower cost of supply and outpace competition, while simultaneously investing in the future and working to develop a pipeline of fresh talent. Our company is partnering with four universities from which we recruit: Oklahoma State University, The University of Houston, The University of Oklahoma, and The University of Texas – donating nearly \$3 million over four years to support their data science programs, providing funds to hire faculty, working with them to shape curriculums that align with ConocoPhillips’ workforce needs, and helping them further data science education in general. Mike Pfister, Chief Information Officer said, “We’ve been able to discover better ways to do our work by leveraging data science, so it’s important that the next generation have these skills to help solve tomorrow’s challenges.

Stay Connected

For more ConocoPhillips news and information, find us here:



Still have questions? Send us an email at [UniversityRelations@ConocoPhillips.com](mailto:UniversityRelations@ConocoPhillips.com)

New Video: I Work For ConocoPhillips

Click [here](#) or the below video to learn what makes ConocoPhillips a great place to work from our employees.



Sounds from the subsurface

*How music is fostering collaboration and inclusion at ConocoPhillips*

Three ConocoPhillips geoscientists formed a musical ensemble *The Subsurface String Society* in the spring of 2017. This group is connecting colleagues and breaking down traditional workplace barriers. Since its inception in early 2017, the group has welcomed many new members, and its been a catalyst for fostering collaboration and inclusion at ConocoPhillips. Kyle Kreuger, senior geophysicist and saxophonist, describes music as a universal language that everyone understands, and how the ensemble fosters inclusion by breaking down experience, skill and cultural barriers in the workplace. “We have high-level managers playing with new hire individual contributors and everyone in between.”

A vocalist for the group, Kat McFadden states, “I think we get stuck into a rut of perceiving our colleagues as tools in our work environment rather than people.” She also added, “Like all extracurricular activities at ConocoPhillips, these are the types of activities that bring people together and create community at our company. I want to see people thrive here and share the things they are passionate about with others.” Keith Winfree, an original group member, defines the group’s purpose “to get together and have fun, and we do that by collaborating. Collaborating musically is extremely personal and dynamic. If you don’t do it well, it sounds bad. If you don’t take turns sharing the spotlight, its not much fun. So, when we get together, were building our collaborative muscles that we use for more serious business.”



In the News

- + **ConocoPhillips Grows ‘Big 3’ Lower 48 Production by 30%.** Learn more [here](#).
- + **Far From Tapped Out.** 2019 sees renewed vigor on the Slope. Read more [here](#).
- + **ConocoPhillips Donates Nearly \$3 Million to Support Data Science.** Read more [here](#).
- + **ConocoPhillips Crushed It in the First Quarter.** The oil giant delivered stronger-than-expected results, fueled by its big three shale plays. Read more [here](#).