

CONOCOPHILLIPS

spirit

Second Quarter 2013



The Health and Wellness issue

Health Services promotes well-being for all

2013 *Good For You!* campaign focuses on heart health

Inspirational health and wellness success stories

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ConocoPhillips

Sharing Insights



Sheila Feldman
Vice President,
Human Resources &
Real Estate & Facilities
Services

For any company, achieving business goals depends on healthy and productive employees and contract workers. This issue of **spirit** Magazine dedicates more than 20 pages to efforts that promote employee health and well-being as an essential part of our strategy to be the company of choice for all stakeholders. It's a commitment that we are backing up with actions.

The Health and Wellness Issue begins with a profile of our Health Services group (Health Services provides integrated health and wellness for employees, Page 10). Under the leadership of Dr. Paul Hodgins, the Health Services team collaborates with other internal groups and international business units to promote a companywide culture of physical and mental well-being. As the article points out, this mission is a tall order for an organization with 17,000-plus employees operating in 30 countries around the world. The team is up to it – from emergency preparedness through wellness programs. Much like our other business units, Health Services is always looking ahead, conducting drills to prepare for any situation and developing programs that promote physical fitness and mental health.

One of those programs, the voluntary Good for You! campaign, was launched worldwide on May 1, our first anniversary as an independent exploration and production company (The Good for You! campaign promotes health, fun and SPIRITed competition, Page 16). This multi-year, global campaign began with a focus on heart health and includes an online tracking tool that was the result of successful collaboration between Information Technology and members of the health and wellness team. Leveraging innovative technologies and architectures, the tool will be available to employees so they can log their activities from anywhere, including, of course, the company's many wellness centers, which are highlighted in our third feature article (Wellness Services offers something for everyone, Page 20).

In the end, it all comes down to people. The fourth article (Good for Them! Healthy inspiration, Page 26) celebrates success stories from around the globe, real stories about real people overcoming obstacles and making a difference in their own lives as well as the lives of their families, friends and colleagues. If you're like me, you'll be fascinated to learn how people started out with simple steps – that first mile on the treadmill, a shift in eating habits, visualizing success, following the lead of a grandson – and ultimately achieved something profoundly satisfying.

Save, hold onto or bookmark this issue. It may be just the thing that will inspire you on your own journey to health and well-being.



The Good for You! campaign is stirring up enthusiasm around the world, including among these Australia West employees, who are preparing for the Perth Corporate Triathlon.

Editor's Notes: In addition to the health and wellness articles, the 2nd Quarter 2013 issue of **spirit** Magazine revisits some familiar places like Ekofisk in the North Sea – this time to watch as aging structures are decommissioned and responsibly recycled. If you are an iPad, iPhone or Windows 8 user, keep an eye out for new **spirit** Magazine apps available soon in the Apple and Microsoft app stores.

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The disposal of first-generation Ekofisk platforms is part of a cessation project underway for 15 years.



eStream OnDemand featured videos

ConocoPhillips' intranet channel eStream OnDemand featured these videos since the last issue of *spirit Magazine*.

It's What We Do: Cook Inlet with Charlie Roubidoux, Part 2

Operations Support Manager Charlie Roubidoux takes us from Offshore Kenai by helicopter to the Beluga Gas Field where ConocoPhillips Alaska is planning to drill new wells in the summer of 2013.

ConocoPhillips China: The energy company with heart

Over the past five years, ConocoPhillips China has improved the lives of more than 250 children with congenital heart defects by partnering with a hospital to provide life-changing surgery.

Network of Excellence takes small projects to big heights

Small Projects Network of Excellence global core team members share stories of how the network has increased their small project skills, processes, organization and communication.

IC 5th Floor: Bartlesville's collaboration showpiece

The IC 5th floor design offers collaborative workspace, complete with bells and whistles for up to 170 employees.

Social Media – It's a digital thing

New guidelines have been created to help shape social media activity at ConocoPhillips.

Leading Edge: The New Code of Conduct with Graham Vanhegan

Chief Compliance Officer Graham Vanhegan talks with host Ray Scippa about the company's new Code of Business Ethics and Conduct that took effect on April 1, 2013.

Know Your Numbers 2013

Biometric screenings assess four indicators of overall health that may point to serious conditions such as heart disease and diabetes: cholesterol, blood pressure, blood sugar and body mass index (BMI).

Proud to be a member of the Global IMAT

Having trained and capable emergency responders in the event of an accident is essential for maintaining our license to operate. The Global Incident Management Assist Team (GIMAT) is a diverse group of employees that trains several weeks a year, learning how best to support a business unit in the event of an accident.

Australia: Onshore gas transformation is at hand

In Western Australia, onshore gas resources have the potential to transform the state's energy industry and invigorate the Australian economy. This is the first in a series of videos produced by ConocoPhillips Australia to promote the business unit's operations.

Planes, trains and automobiles: the logistics of a megaproject

Megaprojects such as Surrmont are vast, sophisticated undertakings. The logistics team coordinates the elaborate network of people and materials that come together for such projects to become a reality.

Leading-Edge Earnings Edition with CFO Jeff Sheets

Chief Financial Officer Jeff Sheets discusses the company's first quarter 2013 financial and operational results, delivering the message that the company is focused on long-term production and margin growth.

Happy Anniversary, ConocoPhillips!

On May 1, 2012, ConocoPhillips emerged as an independent Exploration and Production company – the world's largest, based on proved reserves and production. During the months that followed, employees around the world pitched in to make it an unforgettable first year. The video captures thoughts from the Executive Leadership Team and is supplemented by an interactive timeline of the company's milestones.

The Good For You! campaign celebrates the health and well-being of employees

Recognizing how important employee health is to the company, Dr. Paul Hodgins shares an overview of the newly launched health and wellness program called the *Good for You!* campaign. Members of the Executive Leadership Team share their health tips and commitment to the campaign.

Australia: Working and living in Gladstone – an incredible opportunity

Australia Pacific LNG employees live and work in Gladstone, Australia. This recruitment video showcases the town and the region.

Learning from LOGGS

To increase awareness of process safety efforts, members of the Operations Excellence Leadership Team, U.K. Business Unit, Health, Safety and Environment and Global Production Excellence worked together to create a video describing an incident on the LOGGS Platform in the North Sea.

40 Global Incident Management Assist Team | GIMAT Team Members

A team of people selected for their technical expertise and personal skills respond to a hypothetical offshore incident involving injuries and a potential spill.

44 Osage | Jill S. Jones

Since the early twentieth century the Osage Nation in Oklahoma and ConocoPhillips have enjoyed a warm relationship based on mutual admiration and shared goals.

48 Faces of ConocoPhillips

Jimmy Guillet: Prayers answered, and then some

50 In the News

A compilation of news from around ConocoPhillips' world



On the Cover | *photography by Hall Puckett*
Taking an afternoon tai chi class at the Bartlesville, Okla., Wellness Center is one of the many ways that ConocoPhillips employees, retirees and family members can get and stay healthy.





The Big Picture

Fireworks | Sparks fly as Michael McTavy, a pipefitter for the Cordell Group LTD, grinds a pipe weld at the Teesside Terminal, U.K. This high-dynamic-range image shows the importance of proper PPE, or personal protective equipment, and how its use prevents injuries. Including his apprenticeship, McTavy has 45 years of experience in pipe work fabrication in the petroleum/chemical industry.

Photograph by Garth Hannum

PIONER



The Big Picture

Heavy Metal | The Saipem 7000, one of the largest floating heavy lift vessels in the world, completes lifting the well head platform (WHP), bridge link and living quarters for the Jasmine structure in the North Sea. The living quarters were fabricated in Dubai, United Arab Emirates, and the WHP and bridge were fabricated in Cadiz, Spain, and shipped by barge to the offshore location. Jasmine becomes part of “J” Block, offshore Aberdeen, Scotland.

Photograph by Garth Hannum





The Big Picture

Polar Expressive | Alaska's majestic snowcapped Chugach Mountains rise dramatically from Prince William Sound as the Polar Discovery prepares to depart from Valdez Marine Terminal. It's the end of the line for North Slope crude, the culmination of a long journey via the 800-mile Trans Alaskan Pipeline. The Polar Class Tankers at full capacity are able to deliver 1 million barrels of product destined primarily for the Lower 48 market. With an impeccable safety record, these stalwart double-hulled vessels were purpose-built for the job and commissioned with fully redundant, state-of-the-art control systems – engineered to protect the environment at all costs.

Photograph by Patrick Currey





Health Services provides integrated health and wellness for employees

by Jan Hester

Keeping a global workforce healthy and safe is a tall order, considering many ConocoPhillips employees live and work in locations as diverse as Alaska's North Slope and offshore in the South China Sea. Health Services collaborates with other internal groups and international business units to promote a companywide culture of physical and mental well-being.

STAYING SAFE AT WORK

A critical component of the Health Services team's mission is occupational health, which boils down to establishing and maintaining a safe workplace for ConocoPhillips employees and contractors worldwide. This is especially challenging because, in the energy industry, workplace hazards are more significant – and arguably more varied – than in other businesses.

Implementing and managing an effective workplace health and safety program requires multi-functional collaboration. The ConocoPhillips Occupational Health Integrated Leadership Team (OHILT) – formed to integrate industrial hygiene, occupational medicine, safety and toxicology – works across functions to identify and control workplace risks. Program tactics include medical surveillance exams, drug and alcohol testing,

offshore certificates and offshore medical exams. The OHILT also ensures that the company fully complies with all national regulations as well as ConocoPhillips company policy.

“It's our responsibility to make sure our people are safe at work, that they're protected from exposures and that they're capable of safely performing their jobs,” said Dr. Paul Hodgins, general manager, Health Services and a specialist in occupational and environmental medicine. “We also help ensure they can quickly access medical care and evacuate safely in emergency situations.”

Chad Mashburn, principal consultant, Industrial Hygiene and Toxicology, assists business units with program implementation. “There's a two-way exchange between the business unit (BU) and Health Services. If the BU Health, Safety and Environment (HSE) team identifies an exposure



Dr. Paul Hodgins,
general manager of
Health Services

such as high noise levels, we inform Health Services so they can follow up with medical surveillance, such as regular audiograms to monitor hearing,” said Mashburn. “Conversely, when appropriate, HSE can investigate health issues identified



Rocco Iannapollo, manager of Global Programs

by Health Services and determine if they are work related.”

Also under the direction of Health Services is the return-to-work function. “If someone has been away from their job due to an injury or illness, we help facilitate return to work in a manner that allows employees to safely perform their job,” said Hodgins.

Rocco Iannapollo, manager of Global

Programs, ensures that locations comply with substance abuse testing regulations and company policy. “This is particularly important for individuals doing safety-sensitive work,” said Iannapollo. “We’ve recently recalibrated our program to make sure that the contractors working side by side with our employees are compliant with drug and alcohol requirements.”

Mashburn takes pride in the fact that ConocoPhillips people are team oriented and that the company places high value on

protecting worker health. “We really live our SPIRIT Values. We can make a difference by providing guidance and tools that help improve workers’ health so that when they retire they’re more likely to have good health to enjoy their golden years. I find that rewarding.”

GLOBAL CHALLENGES

When it comes to providing medical care to diverse populations, things can get pretty interesting. Much like in the U.S., common health issues include colds and flu, infections, fractures and more serious medical emergencies such as heart attacks or strokes. But the Health Services team also has to manage against such menacing infectious diseases as malaria, dengue fever and yellow fever.

Brenda Ludowig, occupational health nurse for the North American region, describes

the services provided to expats and rotators. “We help employees and their families get ready to move overseas from a health perspective and make sure they meet the health requirements

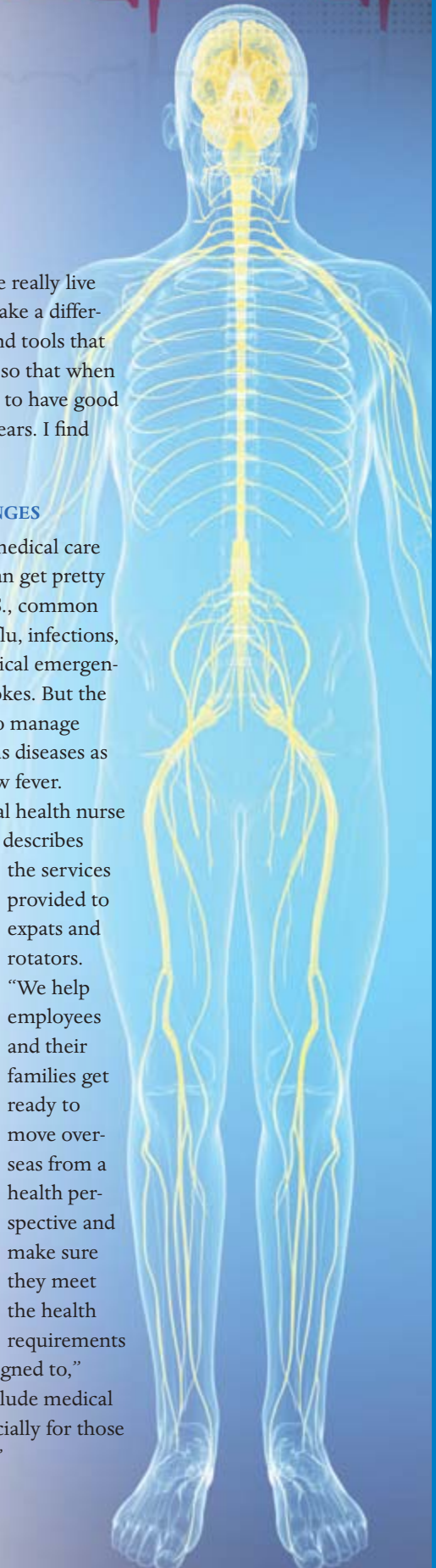


Chad Mashburn, principal consultant for Industrial Hygiene and Toxicology

of the country they’ve been assigned to,” said Ludowig. “Our services include medical exams and travel vaccines, especially for those people going to high-risk areas.”



Brenda Ludowig, occupational health nurse for the North American region





Four regional medical directors oversee the health and wellness of the company’s worldwide workforce. Houston-based Dr. Bruce Packard covers the North America region. Dr. Tatjana Bergsland, based in Stavanger, Norway, covers European assets. Dr. Grant Logan, in Singapore, covers Asia Pacific business units, and Dr. Jean-Marie Moreau, based in London, covers other international business units, including those in the Middle East and Africa.

“We’re committed to reaching employees to educate them on the importance of diet and lifestyle in maintaining overall health and preventing chronic diseases.” – Dr. Paul Hodgins

deal with emergencies, business units conduct periodic drills. In mid-April, Packard worked with the Alaska Business Unit medical staff to conduct a training drill at Kuparuk that focused on trauma and respiratory emergencies. “It was an extremely effective drill,” said Packard. “Our team had the opportunity to manage a chaotic practice event with disorderly patients and to make critical medical decisions quickly in that



Above: Lynn Tramel, manager, U.S./U.K./Norway Benefits

Top: Dr. Bruce Packard, manager, North America

Right: Dr. Grant Logan, manager, Asia Pacific

“We have clinics on all our offshore platforms,” said Hodgins. “Those in remote assets are generally staffed by physician assistants (PAs), nurse practitioners (NPs) or paramedics trained in trauma response. To support our medical staff, we contract with local physicians. We also use telemedicine in difficult-to-access areas such as offshore Norway, Indonesia and the North Slope of Alaska.” Using a video conferencing connection, a physician in Stavanger can read an EKG, talk to the patient offshore Ekofisk and use such diagnostic tools as cardiac ultrasound.

The Houston-based Health Services team also works with regional medical staff to ensure health care is at-the-ready when ConocoPhillips people arrive in areas under development, such as Angola.

Logan stresses the importance of understanding cultural differences and local health issues. “The tropics bring an entirely different set of health risks, such as heat stress at work and tropical diseases,” he said. “Challenges also include the remoteness of some of our locations, along with limited access to acceptable-standard hospitals and difficult travel logistics.”

To prepare employees and first responders to

setting. Our local contract physician helped evaluate the effort and was extremely complimentary of the coordination between the PAs and the emergency medical responders.”

Moreau recently worked with International ISOS – a company that provides emergency assistance services to traveling ConocoPhillips employees and expats worldwide – to conduct a



series of drills in Russia and Azerbaijan. The Polar Lights drill, in Archangelsk in northern Russia, involved a scenario in which an employee slipped on the ice and suffered a compound fracture of the femur, an injury requiring surgery. The Polar Lights physician administered first aid while the incident commander alerted ISOS Moscow. The drill proceeded until ISOS confirmed air ambulance availability and an ETA for Archangelsk. “These drills provide us with real-time information, including what works well and where we might need to make some changes. Most procedures went very smoothly, but in one case we encountered some language issues that slightly delayed the evacuation.”

PROMOTING WELL-BEING

The company’s business success depends on healthy employees. Health Services partners with Wellness Services, Human Resources Benefits and the Global Wellness Team to offer services and programs that promote wellness – including physical fitness and mental health.

Hodgins sees his biggest challenge as helping employees maintain or improve their health and quality of life. “We’re committed to reaching employees to educate them on the importance of diet and lifestyle in maintaining overall health and preventing chronic diseases.”

Health Services has worked to affect positive change on the Houston and Bartlesville, Okla., campuses. “We partnered with Real Estate and Facilities Services (REFS) and Sodexo to get full disclosure of calories and nutritional content for items offered in the main cafeteria and Garden Café,” said Hodgins. “We’re trying to encourage good food choices by making healthy items less expensive in vending machines and reducing the number of unhealthy snacks that are available.”

The annual Know Your Numbers campaign offers incentives to U.S. employees who

Houston campus welcomes full-service medical clinic

The ConocoPhillips Houston campus now offers a convenient health care option: on-site primary and urgent care through the new Memorial Hermann medical clinic.



Jorge Luengas, M.D., serves as lead physician at the new Memorial Hermann medical clinic in Houston.

Located in the Health Services area of the main Houston campus, the clinic is open to Houston employees, contractors and their dependents, as well as visitors to the campus. Jorge Luengas, M.D., who is board certified in family medicine, serves as lead physician.

“I’m enjoying the opportunity to be here at ConocoPhillips,” said Luengas. “We have felt very welcome, and we’ve been extremely busy.”

The Health Services group in Houston will still provide on-site occupational health services such as surveillance exams and physicals, treatment of work-related injuries and illnesses and workers’ compensation case support.

Health Moment blog attracts a global audience

Need some tips for getting a better night’s sleep? Looking for information on seasonal topics such as sun safety, allergies or skin cancer?

One-stop shopping for health and wellness information is at your fingertips.

Since March 2012, the *Health Moment* blog has been a biweekly staple of *eStream*, ConocoPhillips’ intranet site. Members of the Health Services team take turns blogging on topics ranging from cardiovascular health to back injuries. The column attracts loyal readers from across the company.

You can find *Health Moment* in the *Bulletin Board* section of *Spotlight*. Just click on the link to access the current topic as well as an archive full of helpful tips for better health and well-being.



participate. “Over 70 percent now complete the biometric screening, which is a voluntary service,” said Lynn Tramel, manager of U.S./U.K./Norway Benefits. “Already in 2013, these screenings provided employee participants with important information regarding their blood pressure and cholesterol levels. With the help of our third-party vendor who administers the screenings, we were able to offer employees who requested it help with medical benefit resources. These employees tell us the biometric screening may have saved their lives.” Health Services also teams up with HR Benefits to ensure the annual benefits plan design rewards positive changes in behavior.

Mental health is an important – and too often overlooked – component of overall well-being. Manager Michael Hack and his team in Behavioral Health and Employee Assistance (formerly Workplace Solutions) provide employees worldwide with guidance on mental health-related issues. Hack emphasizes the importance of prevention and early intervention for employees and their families. “Think of us as a mental health

concierge,” said Hack. “No matter what the issue or where in the world you are, your Employee Assistance Program (EAP) has resources to help.”

Hack reminds employees that effective stress management is critical to well-being. “We’re all called on to do many different things from day to day,” said Hack. “When life gets too complicated, we can all use help adapting to inevitable stressors. Every year we get a physical so we can ‘know our numbers.’ Think of calling your regional EAP professional as a biometric screening for mental health and wellness.”

Achieving and maintaining overall well-being is an ongoing challenge for everyone. “As ConocoPhillips employees, we owe it to ourselves and to those who depend on us to be as healthy as possible,” said Hodgins, whose global Health Services team has developed an effective range of integrated services, programs and special campaigns to make sure everyone at ConocoPhillips has the tools they need to accomplish their wellness goals. While the team remains ready and willing to help, it is up to the individual to take the first steps. ■

Above: Administrative Assistant Lisa Sang plays a lead role in one of Health Services premiere programs, the Good for You! campaign (details on Page 16).

Top: Michael Hack, manager, Behavioral Health and Employee Assistance

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Jane Phillips Gemini Medical Clinic a welcome addition to downtown Bartlesville

by David Austin

For ConocoPhillips residents at the downtown Bartlesville, Okla., campus, great medical care is always just a short distance away.

Since its debut on July 1, 2012, the Jane Phillips Gemini Medical Clinic has been a hit. Conveniently located in the basement of the Frank Phillips Tower Center, it offers top-notch primary and urgent care to employees, contractors and their families.

The clinic features a staff of five led by Dr. J. Michael Carver, who has more than 20 years of experience, and Tana Vogele, advanced registered nurse practitioner.

“Frequently, I hear from people who are very appreciative that we are here on the campus,” said Carver. “We have an excellent staff, and we offer great, convenient service. That has led a lot of employees and their families to switch their primary care to us.”

The clinic offers a wide array of services, including preventative care (such as physical exams, wellness checks and travel medicine), laboratory tests, disease management and even minor surgical procedures. The clinic supports the company’s overall wellness initiative overseen by Dr. Paul Hodgins,

general manager, Health Services.

When employees on the downtown Bartlesville campus need medical assistance, care is readily available. Instead of having to leave the office, they can simply walk down to the clinic. This convenience saves time and also increases the likelihood that employees will seek medical attention when it is needed.

“The average wait time at the clinic is just a few minutes,” said Hodgins.

The clinic is open Monday through Friday and offers convenient hours – 7 a.m. to 4 p.m. Once patients arrive, they are greeted by a friendly receptionist in

an open and inviting waiting area. The clinic features several comfortable exam rooms and is equipped to handle many primary and urgent care needs, ranging from sinus issues to heart conditions. The clinic also treats work-related injuries and manages worker’s compensation cases.

“We wanted to make it more convenient for employees and their families to access primary and urgent care,” said Hodgins.

Dr. J. Michael Carver and Tana Vogele, advanced registered nurse practitioner, lead a staff of five at the Jane Phillips Gemini Medical Clinic on the downtown Bartlesville, Okla., campus.

Photo by Hall Puckett



The *Good for You!* campaign health, fun and SPIRITed

T

by Amy Munson

here's a lot of talk these days about the importance of good nutrition, physical activity and managing stress. The choices we make every day can help us live healthier, happier lives, both at work and at home.

But it's no secret that maintaining good health can be a challenge, and it's not always easy to make healthy choices. So, in an effort to help make it a little easier for employees to achieve their health and wellness goals, ConocoPhillips launched the *Good for You!* campaign.

The voluntary program is intended to educate, encourage and challenge all employees to learn how to improve their well-being through physical activity, nutrition, taking care of their mental health and knowing their numbers by participating in biometric screenings.



Right: In Alaska, Dmitry Korsunskiy, husband of Human Resources Manager Billie Korsunskiy, and Finance Vice President Bob Heinrich participate in the Salmon Run! A late spring snow greeted runners along with 35-degree temperatures!



Top right: In Indonesia, a health fair featured lectures and consultations with a local fitness expert; demonstrations on measuring body mass index (BMI), waistline, blood pressure, glucose and cholesterol; and education on healthy nutrition.

FOCUS ON HEART HEALTH

The multi-year global campaign recognizes how important the health of our employees around the world is to the company. Year one of the *Good for You!* campaign focuses on heart health and contains an element of each of these areas:

- **Know Your Numbers/Biometric screening**
Blood pressure, cholesterol, smoking, diabetes, age, family history and gender are cardiac risk factors. Moderate lifestyle changes can prevent up to half of all heart attacks. There are many ways employees can take action to prevent heart disease and improve overall health. One way is to participate in a biometric screening and understand what your cholesterol, blood pressure, blood glucose and body mass index (BMI) numbers mean.

promotes competition



- **Physical activity**

Physical activity plays a critical role in a person's overall health and can positively impact attitude, mood, energy level and ability to maintain a healthy weight or lose excess weight. The *Good for You!* campaign will engage employees in improving their physical health through fun activities and challenges.

- **Nutrition**

Good nutrition is a key to heart health. We will provide employees with information they can use about good nutrition as an essential component of overall wellness.

- **Mental health**

Our mental health can affect many aspects of how we feel at a given time. A positive outlook increases endorphins and makes us feel happier and energetic. Understanding how mental health affects your overall health is an important element in achieving overall well-being.

ENERGY IN ACTION! CHALLENGE

As part of the *Good for You!* campaign, the *Energy in Action!* challenge began May 20 and will end June 30. This six-week challenge featured an online tool that has allowed individuals and teams to earn points for physical activity, track their progress and challenge others to increase their level of activity. Employees who have participated have had an opportunity to improve their health and decrease their cardiac risks using a tool that tracked the progress of individual, team and business unit competitions.



Top: Houston Farmer's Market
Bartlesville Farmer's market.



Above: Joe Moniz

Top left: Calgary celebrated the *Good for You!* campaign with the grand opening of a new wellness center.

Top right: Eagle Ford Team Principal Geologist Thomas Cloud has his blood pressure taken during the *Good for You!* campaign festivities in Houston.

USHERING IN AN ENVIRONMENT OF COLLABORATION

Development of the online tracking tool was the result of successful collaboration between Information Technology, led by Joe Moniz, and members of the Health and Wellness team, led by Dr. Bruce Packard. The result? A tool that allows for registration in less than 30 seconds and the ability to decide if you want to share your points, see comments from friends or challenge others to increase their activity level. “We became ‘one’ on this project – all contributing and learning from each other while focused on our target,” said Dr. Paul Hodgins, general manager, Health Services.

“The main idea is to have fun and do what works best for you.” – Dr. Paul Hodgins

The team leveraged innovative technologies and architectures so the application can be used on a desktop, tablet or mobile phone. Because the data can be collected easily, the real-time tracking of individual and team results leads to a dynamic leader board that encourages competition among colleagues.

While the technology is cutting edge, the process used by the team in creating the tool is a true example of collaboration at work. Using “LEAN methodology” (streamlining processes and eliminating waste to keep costs low, while maintaining high-quality products or services), the team was able to develop the end product faster. “We gave up our ‘we know it all’ attitude and adopted a ‘we need to learn it’

The *Good for You!* campaign down under

ConocoPhillips Australia East employees (from left) Steve Western, Brian Inglis and Martin Breen take a break at the Gold Coast Corporate Triathlon.

Australian employees make the most of the great weather by participating in many outdoor fitness activities throughout the year. This year, under the *Good For You!* campaign, employees and their families will participate in ConocoPhillips-supported events, as well as local community events.



Corporate Triathlon

Employees in Perth and Brisbane participated in the Nissan Corporate Triathlon. Friends and family came along to cheer on more than 70 employees participating across both locations. In Perth, employees prepared for the event by attending early morning Open Water Swimming lessons with world champion marathon swimmer Shelley Taylor-Smith.

NT City to Surf

ConocoPhillips is supporting the NT Powerade City to Surf in Darwin, Australia, for the first time. This partnership will promote employee health and fitness, cultivate the company’s strong family culture and invest in this iconic community event. This annual race has 12-kilometer and 4-kilometer routes that trace the magnificent top end coast and are suitable for all fitness levels. More than 120 ConocoPhillips employees and their families are participating in the race. In the lead up to the event, employees are participating in group coaching sessions run by an Olympic track coach.

Botanic to Bridge Fun Run

Gladstone staff are looking forward to the annual Botanic to Bridge walk/run event scheduled for August 18 this year. The event has been a part of Gladstone’s calendar for the past three years, raising more than \$120,000 for schools and community organizations in the region.



Wellness Services & Programs Team Lead Stephanie Held greets IR&C Administrative Assistant Beta Fox during the Houston Poker Walk.



As part of the *Good for You!* campaign launch activities, ConocoPhillips Indonesia employees learned that at least 50 percent of their diet should consist of fresh, raw food instead of eating only food that is cooked or processed. Shown above, a raw food preparation of pasta arrabbiata made from “spiralized” zucchini.

approach,” said Ankesh Mehta, Architecture Center of Excellence (COE) supervisor. “In the end, we were able to develop a better product than we would have on our own.”

Application Development Services Center of Excellence Director Jerry Moore said, “The IT Guiding Principles best summarize our experience on this project. We were flexible and easy to work with. And during project highs and lows, we were inspired to do a great job.”

NEVER TOO LATE TO START

Making small changes today will lead to better health in the future. Regardless of your age, gender or physical ability, it is never too late to start. “We want our employees to be healthy during their working years,” said Hodgins, “and we also want them to enjoy good health in their retirement. The main idea is to have fun and do what works best for you. Join us on our journey to better health!” ■

Challenge Tool Collaboration Team

IT

- Joe Moniz
- Kendra Barnhart
- Keerthi Mysa
- Shawn Brown

Health and Wellness Services

- Dr. Bruce Packard
- Dr. Paul Hodgins
- Lisa Sang
- Stephanie Held
- Donna Sullivan
- Juli Merciez
- Global Wellness Team

Wellness Services offers

by Jan Hester, photography by Hall Puckett

The wellness center may resemble an upscale gym from the outside, but step inside and you'll realize it's more like a force of nature. Donna Sullivan and her team exude energy, knowledge and a true commitment to helping people feel better.



something for everyone

Sullivan, supervisor of Wellness Services, has dedicated 25 years to helping ConocoPhillips employees improve their fitness and well-being. "I view physical health as one component of overall wellness," said Sullivan. "There are many ways people can positively impact their wellness. If they don't want to exercise, they can get a massage or play on our Wii Fit."



AWARD-WINNING TEAM

"We're fortunate to work for a company that truly values the health of its employees," said Sullivan. ConocoPhillips' commitment to employee wellness has been recognized with numerous awards, including the 2012 Wellness Council of America "Well Workplace" Gold Award, the 2012 and 2013 American Heart Association Fit-Friendly Worksite and a listing as one of the Houston Business Journal's Healthiest Employers for 2012 and 2013.

One of the team's most important recognitions occurred in 2011 when Stephanie Held, team lead, Wellness Services & Programs, and a co-worker received a ConocoPhillips SPIRIT of Performance Lifesaver Award. The two were first responders at the scene of a cardiac incident on the Houston campus soccer field. They performed CPR and administered the auto-defibrillator, saving the life of an employee who had collapsed, was not breathing and did not have a pulse.

GLOBAL WELLNESS TEAM

Two years ago the group convened the Global Wellness Team, with representatives from Human Resources, Health Services, Sodexo, Health,

Left: Drilling Engineering Supervisor Deena Collins has a front row spot in a well-attended class at the Houston Wellness facility.

Top: The Houston Wellness Services team (clockwise from bottom left) Cassie Kmiec, Jessie Bluejacket, Stephanie Held, Allison Van Natter, Jennifer Rucker, Carole Lopez and Donna Sullivan.



Credit Analyst Richard Fernandez launches a three-point shot during lunchtime basketball.

Safety & Environment and even Ergonomics. “The team is a big success story,” said Sullivan. “Initially there was little participation from other countries, but since repositioning the international business units are much more engaged.”

The wellness craze is spreading like wildfire. Several fitness centers have opened, others are planned, and employee groups worldwide are planning programs to get people moving and eating right.

Jesse Bluejacket, who will soon assume the position of supervisor, Westlake Wellness Services & Operations, assists locations seeking to open a new facility. “Employees working on the Eagle Ford project will soon have a fitness center up and running,” said Bluejacket. “We ordered them 30 pieces of cardio and strength equipment. We’re also helping a group revamp an outdated gym in Louisiana by adding new elliptical machines, treadmills and weight equipment.”

Our Norway Business Unit has a long tradition of health and fitness challenges, along with focused campaigns on heart health, tobacco use and other topics. “We have a very active biking group, some of whom even bike to work,” said Tatjana Bergsland, regional medical director for Europe. “A large group takes part in the Nordsjøritt (North Sea Ride), an annual cycling competition from Egersund to Stavanger, a distance of 96 km (60 miles).”

Dr. Grant Logan, regional medical director for the Asia-Pacific region, points out the importance of factoring in location-specific issues. “For example, skin cancer checks in Australia are particularly important,” said Logan. “Experts conducted 93 skin cancer checks at the Darwin LNG plant and found that 27 percent required further assessment.”

HOLIDAY DAMAGE CONTROL: THE LEAN TEAM CHALLENGE – MAINTAIN, DON’T GAIN

Each fall the Wellness Services Houston team facilitates the Lean Team Challenge, a popular weight program designed to help people survive the winter holidays with a minimum of collateral damage. “Teams of three to five people weigh in as a group on the loading dock scales before and after the holidays,” said Held. “The team approach helps employees stay accountable during

Alaska extremes

Alaska is a land of extremes: eternal summer days, endless winter nights, giant mountains, iridescent skies, big critters, vast expanses of wilderness and a coastline that stretches farther than all the states in the Lower 48 combined.

ConocoPhillips Alaska has operations on the North Slope, in Anchorage and Cook Inlet. Working conditions differ vastly, but in each the company supports the same agenda: to promote and support healthy lifestyles.

In Anchorage, Engineering Technician Mona Bremont and Legal Counsel Jill McLeod exude boundless enthusiasm. Their positive vibes are contagious to the



**Health, Safety and Environment Director
Jeff Carlson**

point that, if you hang around this pair long enough, they'll probably talk you into running a marathon.

"Through the Alaska Activity Grant program, ConocoPhillips will donate \$100 for every employee who participates in a race," said McLeod. "Everyone

benefits. The nonprofit groups are ecstatic about receiving a donation, and employees are doing something good for themselves while fundraising for the community."

"ConocoPhillips Alaska also recently launched a new committee called the Wealth of Wellness, WOW for short," said McLeod. Just over a year old, WOW has sponsored the Taste of Wellness and the popular Wellness Expo.

"During Taste of Wellness, we worked with Horizons Café (the Anchorage Tower cafeteria) to develop healthier menu options," said Bremont. "We allow anyone in Anchorage Tower (where COP Alaska offices are located with other businesses) to taste and sample the menu and provide a recipe card so they can recreate the dish at home."

WOW's big event for the year is the third quarter Wellness Expo, which devotes a day each to body, mind/spirit and diet/nutrition. Last year's expo was fresh, new and different, with carefully selected exhibitors and speakers. Local bike, ski and outdoor sports shops brought in the latest gear. Running and biking clubs were on hand with information and advice. Alaskan Olympic Nordic skiers Kikkan Randall and Holly Brooks brought their star

power to the event. Interactive exhibitors from University of Alaska brought the latest fitness-testing equipment. The CompuTrainer was a big hit, featuring video screens that allowed participants to compete with each other over a virtual race course.

Early positive buzz surrounds the upcoming Fitness Challenge, which will be open to employees and contractors.

"The whole idea is to get out and get moving," said Bremont. "The challenge is activity-based and 100 percent on the honor system. We're also enthusiastic about linking the Anchorage fitness challenge to the voluntary *Good for You!* campaign and using the new challenge tool designed to promote friendly competition between ConocoPhillips business units. It could be Alaska versus Canada or even China. We can incentivize the employees and create friendly global competition."

McLeod added, "It's great to work for a company that recognizes the importance of wellness, which is a vital part of our work environment and our lives. By investing in wellness, we all reap the rewards. We're proud to be part of it all."

At ConocoPhillips' smallest Alaskan asset, Cook Inlet, where some 120 workers (50 employees and 70 contract workers) are spread among three work locations, coordinated wellness programs are a commitment and a challenge. On the Tyonek Platform and the Beluga Gas Field, employees are encouraged to utilize the small on-site workout facilities. Additionally, the company promotes family wellness in Cook Inlet by offering employees and their spouses memberships to local gyms.

For North Slope Health, Safety and Environment (HSE) Director Jeff Carlson, the health and wellness challenges are considerably different, but the mission remains the same: paving the way to a healthier lifestyle.

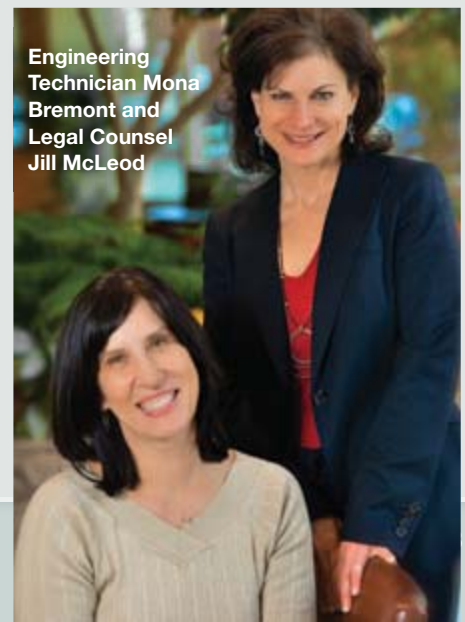
"We've always had the basketball and racquetball courts and workout facilities, but we didn't really have focused initiatives in the past," said Carlson. A few years ago, groups of committed volunteers started wellness teams at Kuparuk and Alpine to encourage participation in four major core areas: cardio, mental well-being, health and

learning initiatives. Yoga, Pilates and P90X, an intense, multifaceted workout regimen, are a few of the ways North Slope employees can stay on the cutting edge of fitness.

A long-awaited rite of spring is the Wake the Sun camp stroll, used to encourage people to walk a mile for their health. The Iditawalk Self Challenge at Alpine and the Kuparuk For Your Heart Marathon kick off the wellness season. Participants document miles of running, biking, walking and rowing. When they accumulate 26.2 miles, the equivalent of a marathon, they can turn it in and get a prize. Examples of other wellness initiatives across the North Slope include a healthy plate option and nutrition value information for evening meals, multiple 5-kilometer fun runs during the summer months and the Winners Lose – Losers Win weight reduction campaign at Alpine.

Similar to Anchorage's WOW Expo, Alpine and Kuparuk host annual HSE fairs. No small feat bringing these opportunities to the remote North Slope, the fairs typically include nutritionists, massage therapists, physical conditioning coaches and a blood screening opportunity.

"You can exercise, but if you don't eat right, get enough sleep, wind down and have time for yourself, you're getting short-changed. We try to focus on the whole-body aspect of a person," added Carlson. "The satisfying part for me is seeing people who really commit to a healthier, happier lifestyle."



Engineering Technician Mona Bremont and Legal Counsel Jill McLeod





Name That Space: Calgary celebrates opening of new wellness center

Yoga mats, gym bags and running shoes have mysteriously appeared under desks and in cubicles. The reason? On May 7 and 8 the ConocoPhillips Calgary office celebrated the opening of its new wellness center. Festivities included tours, fitness demonstrations and door prizes, along with the opportunity to participate in the “Name That Space” contest.

“It’s a welcome addition and will be of great benefit to staff,” said Chad Ruston, Hazard & Operability Study/Risk Assessment facilitator and a ConocoPhillips Canada wellness ambassador.

The center’s opening coincides with the global launch of the *Good for You!* campaign designed to help employees improve their overall health.

“To have access to fitness studios right in our building is so exciting,” says Pam Cooper, team lead of Canada Health Services. “This was truly a collaborative effort between Canada Health Services, Facilities, Real Estate and all the vendors who made this a possibility.”

The wellness space, located in the basement of Gulf Canada Square, features two fitness studios for Spinning and yoga classes and three separate rooms for consultations, stretching and video workouts. Classes will include boot camp, Body Pump and step/aerobic-type classes, as well as a sure-to-be favorite, the “I don’t really want to sweat” class. Other amenities include newly renovated shower and changing rooms.

Above: (left to right) Melissa Cocco, fitness instructor, took Kendy Bentley, Pam Cooper and Gabrielle Pelland for a spin to demonstrate to ConocoPhillips Canada staff the new wellness facility and cutting-edge equipment.

the holiday season.”

The program also features healthy eating strategies, holiday stress management tips and suggestions for staying physically active. Roughly 60 teams participate each year, and about 95 percent successfully maintain their weight.

SOMETHING FOR EVERYONE

In addition to the better-known Spinning, Zumba and yoga, the wellness center offers equipment and fitness classes that some gym managers only dream of – such as Body Pump, athletic conditioning, TRX Suspension Training and Cardio Kickboxing. Fitness assessments offered include Functional Movement Screening and New Leaf metabolic testing. “We’re fortunate,” said Bluejacket. “The company enables us to have cutting edge equipment, which attracts employees of all demographics to the facility.”

Allison Van Natter, team lead, Wellness Services & Aquatics, supervises the aquatic facility, coaches the ConocoPhillips masters swim team and teaches some of the aquatic classes. “AquaStretch has been a great addition to our aquatic programming,” said Van Natter. The trademarked one-on-one stretching program helps restore flexibility and improves some chronic conditions.

“We have something to fit everyone, from beginners to Iron Man triathletes and elite marathon runners,” said Bluejacket. “We’re always available to help get people started.” ■





Universal access

Whether it's at a ConocoPhillips wellness center, another fitness facility or on the deck of a ship, employees around the world have found ways to incorporate exercise into their daily routines. Here, Electrical and Instrument Technician Adam Reid, who was featured in the 2012 fourth quarter issue of *spirit Magazine*, performs his fitness regime on the *FSO Liberdade* in the Timor Sea.



Health and wellness on display

Take *Better Care of Your Heart and Your Health*, the annual Houston health and wellness fair, was held at the main campus on Thursday, Feb. 28, 2013. The event featured more than 50 internal and external vendors, including the American Heart Association, Luke's Locker, American Lung Association and Whole Foods Market.

Bartlesville's upcoming Health and Safety Fair, which addresses heart health as well as home and office safety, will be held on Thursday, Aug. 22, 11 a.m. to 1 p.m., at the Hilton Garden Inn.

Left: Linh Trinh of Century Health Study explains the group's test methodology to Human Resources Contingent Workforce Project Lead Laura Wang. The five-year clinical research study, a collaboration between the University of Texas Medical School and Memorial Hermann Hospital, looks at lifestyle factors, preventive health teaching and advanced heart imaging for treating and preventing coronary heart disease.

Good for them!

Healthy inspiration comes in many forms

by Kathryn Donelson

Getting – and staying – healthy and fit is a personal thing. What works for one person, such as a vigorous exercise program, might not work for someone else who prefers light exercise with a greater emphasis on reducing sweets and snacks. The trick is to find what works for you. These ConocoPhillips employees from around the world share their success stories: what motivated them to change lifestyles, what worked for them and how improving their health has changed their lives.



Among his many roles as a wellness specialist, Bily enjoys keeping ConocoPhillips employees and their family members safe in the pool area.

Perseverance pays off

Austin Bily, Houston, Texas

“When I first started exercising, it wasn’t pretty,” quipped Austin Bily, who credits his health journey to starting small. Using the treadmill and elliptical machine, he began seeing results within a month.

Among other significant improvements, Bily noticed that adding exercise to his lifestyle positively impacted his mood. “Your attitude does become brighter.”

After completing his first 5K race the day after his 20th birthday, Bily took “a huge step” by registering for the ConocoPhillips Rodeo Run. He was thrilled to meet his goal of jogging the entire 10K distance.

At 25 pounds lighter and counting, Bily is pleased to share his key to success: “If you can just continue, you really do begin to see the changes.”

Running for dear life

Becky Pitre, Houston, Texas

Becky Pitre didn't set out to be an athlete. She wasn't active in high school or college. "I didn't see any need to exercise or think about what I ate, what stress was or even how to manage it," she said.

She began working out after college, mainly swimming and taking various exercise classes.

After turning 40, she started to run – mostly to check it off her box of things to do. "What I didn't realize was that I'd get addicted to it." She also didn't anticipate the critical role running would play in helping her manage and relieve stress.

At 14-years-old, Pitre's daughter was diagnosed with a serious illness. Throughout months of grueling treatments, Pitre ran – often with tears streaming down her face as she came to terms with her daughter's illness. "It was my stress outlet," she said.

After a period of recovery, her daughter's illness returned. "It was another battle – one she did not win," Pitre said.

Pitre understands the role choice plays in her attitude, and she has approached that choice thoughtfully. "This is a

story I can share with others. In doing so, I can focus on the negative, or I can focus on the positive. I've chosen to focus on the positive."

She has also chosen to channel her pain by pushing herself to meet new physical challenges. Her goal now includes competing in triathlons – a mix of swimming, biking and running. And she continues to rely on her No. 1 stress reliever, running. "When I get stressed, my husband knows to recommend a run. It always helps."

Pitre is determined to turn heart-break into inspiration. As she shares the hard-earned lessons only tragedy can teach, she pays homage to her daughter's life and courageous spirit: "Life is beautiful. Life is short – you only get one chance. Set goals. Work hard. Play hard. Enjoy everything you do. Make your own choices. Be fit. Be well. Learn how to handle stress – it's coming your way if it hasn't already. Choose to do things that will enable you to be around for as long as possible – do this for your family and for yourself. Start now. Choose to really live."



Biometrics inspire big changes

Jisha Varughese, Doha

“Generally, I’m not a health-conscious person,” acknowledged Jisha Varughese, senior accountant, ConocoPhillips Qatar. However, when offered free biometric screenings at work, she felt compelled to participate. “I knew my family had a history of high cholesterol, blood pressure and blood sugar.”

The results were shocking: high blood pressure and body mass index (BMI). “I didn’t think it would happen to me so fast.”

Varughese gathered her courage and faced her challenges head on. “When I saw the results, I said, ‘okay, now it’s time for me to make a change.’” Having two young children offered further motivation.

Varughese’s physician recommended exercise and targeted improvements to her diet. “Before that, I didn’t exercise,” she said. Her reason was universal – lack of time. But ConocoPhillips offered a gym

membership close by, so Varughese committed to three days a week at the gym. “Before long, I started getting into the habit of doing it regularly.”

In her Indian heritage, oil and butter are king and queen of the kitchen, reigning over all meal preparation. But Varughese found ways to modify her cooking style: She grilled instead of deep fried, reduced her rice consumption to twice a week and incorporated more vegetables.

The payoff came quickly. “I felt fitter. I have more energy. And I feel like I have better work-life balance,” she said proudly.

Two years later, Varughese has maintained her healthy routines. Initially skeptical that she would be able to lower her weight, she shed 22 pounds (10 kilograms) in under a year.

Varughese wants everyone to know, “nothing is impossible.” Her small changes turned into big ones – not just in her physical well-being, but also in her mental well-being. “Do something now. Set time aside for yourself to maintain your health,” she urges. “Do it before it’s too late.”



Varughese and her family enjoy walking, bicycling and other outdoor activities at Doha’s Museum of Islamic Art Park.

Luis Morales: Focus on family and fitness

by Jan Hester


You might not find it surprising that Luis Morales participates in the martial arts, especially when you learn he's director of Physical & Technical Security. Morales is a long-time fan of the combat sports. His family hails from Puerto Rico, where boxing rivals baseball in popularity. "Like many others I got interested in martial arts through Bruce Lee movies."

Morales grew up in Chicago, joined the Marine Corps straight out of high school and wound up on the West Coast. After his military service, he went to college and joined the security department of an aerospace contractor. Along the way he earned his Certified Protection Professional (CPP) accreditation, worked for a handful of companies, including Apple, and eventually joined ConocoPhillips in 2007.

Morales gives credit to his grandson Raul Vasquez, now 12, for helping him find his latest fitness niche. "Three years ago he told me he wanted to do Brazilian jiu jitsu. He's a little guy, and jiu jitsu allows a smaller person to defend against a larger, stronger one using leverage and good technique."

After seeing his grandson flourish at a Houston martial arts school, Morales jumped in with both feet. "The discipline and focus required for jiu jitsu have helped me, as well my grandson. His grades and confidence have improved. They call jiu jitsu human chess because you have to think ahead while you spar with opponents. Each action promotes a reaction, and life is the same way."

In addition to improving his



Luis Morales strikes a jiu jitsu pose in his traditional fighting garb known as a "gi" and proudly displays his International Brazilian Jiu Jitsu Federation gold medal.

concentration and confidence, Morales has lost 30 pounds and weighs the same as when he was a young man of 21. "It's a demanding sport, and the endurance required is deceptive. After three years of sparring with younger men – I'm typically the oldest guy in the *dojo* (school) – I'm in pretty good shape." Healthy eating is also a component of Brazilian jiu jitsu philosophy, and Morales eats primarily fruits and vegetables, grilled fish and chicken.

Morales, who has competed in 12 tournaments over the last three years, recently achieved an impressive personal goal: a gold medal in his division at the International Brazilian Jiu Jitsu Federation's Houston open championships. "It took me three tries," said Morales. "The first year I won third, last year I finished second." He's checked that goal off his bucket list but hopes

to raise the bar by competing this fall in the Masters and Seniors World Jiu Jitsu Championship in California.

Now Morales is spreading the word to his ConocoPhillips colleagues. "I'm working with the Houston Wellness Center management and a few other ConocoPhillips practitioners to put together 'Studio 3 Jiu Jitsu.' We'll offer self-defense classes along with some exercises and sparring. All you need to get started is shorts and a T-shirt. If you decide to get more involved, you can purchase a traditional *gi*."

Currently a third-degree jiu jitsu blue belt, Morales hopes to achieve his black belt by his 62nd birthday, six years from now. "It goes from blue to purple to brown and then black. It usually takes eight to 10 years from the time you start to reach that goal."

Awareness + Action = Results!

Alton Goerlitz, Bartlesville, Okla.

When biometric screenings held at his work location showed his numbers to be well out of the healthy range, Alton Goerlitz got serious about turning bad habits into good ones. The first to go – fried foods and sweets. After avoiding those two former favorites for just three months, he had lowered his cholesterol level, blood pressure, blood sugar and body mass index (BMI).

After another six months, Goerlitz’s doctor revealed – with tears in her eyes – that his results were almost in acceptable range. “It warmed her heart to see somebody take action to lower their numbers,” he recalled.

After a year of maintaining new healthy eating habits, Goerlitz had shed 60 pounds.

Throughout, Goerlitz has remained committed to exercise and recently completed a 150-mile charity bike ride, beating his previous year’s time by two



hours. “It’s amazing what getting 60 pounds off will do for your ability to ride up hills,” he mused.

Action is required, but awareness is key, says Goerlitz. “If it weren’t for the biometric screenings, I guarantee I wouldn’t have done it. We all need to know our numbers.”

Choosing health over haste

Kathleen Uhlenbruch, Perth, Australia

Some people read tea leaves. Some read warning signs. Kathleen Uhlenbruch reads labels. For Uhlenbruch, the journey to a healthier lifestyle began when she decided to take a focused approach to good nutrition – specifically, by learning all she could about the lexicon of food labels.

“Do you really know what you’re buying?” she remarked.

“What sort of food colorings and preservatives are out there? Do you know what MSG is? How about

gelatin and sodium nitrate? Or aspartame? Are these really safe to eat?”

Now many years into the habit of scrutinizing food labels, Uhlenbruch attributes many positive improvements in her overall health to buying foods she knows are safe and avoiding those that may be harmful.

“Choosing foods thoughtfully made me feel healthier and happier. I don’t have mood swings. I don’t feel sluggish or lethargic anymore. And I find it easier to get up in the morning. I also noticed that I can cope better with stress today compared to five years ago. And I don’t waste my time anymore worrying about illnesses.”

Uhlenbruch truly believes that eating more fresh produce and making most meals from scratch, rather than eating processed foods, is the main contributor to her well-being. She said, “I believe that we all can make a change for the better – because it’s good for you.”



Going against the grain in Jakarta

Iis Mattjik

After the birth of her two children, Iis Mattjik realized something many new moms face: “Baby weight” can be stubborn.

Mattjik decided to change her eating habits, replacing her typical diet of white rice with red rice, which is rich in complex carbohydrates, the so-called good kind because it has a lower glucose infusion rate and is high in fiber. “My stomach felt full more quickly and for a longer period of time,” said Mattjik.

Adding exercise helped kick her weight loss into high gear. Twice a week, Mattjik burned calories in high-intensity Zumba classes offered at the ConocoPhillips Indonesia gym.

Since incorporating these changes into her lifestyle, Mattjik is happy to share, “Now my weight is three kilograms lower than *before* pregnancy!”

Indira Miranti

An informative magazine article helped Indira Miranti make a small, yet significant, change in her lifestyle. After learning about the benefits of complex carbohydrates, Miranti substituted her beloved white rice with the more-beneficial red variety.

Close to a year later, Miranti marvels at the results. “I feel that my metabolism is better now, and, because my stomach feels full longer, I don’t have the urge to snack as often.”

Making healthy choices in her life could be its own reward, yet, Miranti boasts an accomplishment even greater – encouraging her husband and kids to make the switch, too. Now, that’s a success story!

Lina Ernawan

Because rice is a staple in the Indonesian diet, this small grain can have a significant impact on a person’s cholesterol level, other risk factors and overall health.

When Lina Ernawan learned she had high cholesterol, she targeted this dietary mainstay to lower her cholesterol level. She also knew that making a change in her diet could potentially help her reduce her weight, a goal that had proved challenging to fulfill.

Ernawan made a small, yet significant, change by switching from white rice to red. So far, she is pleased to report, “My cholesterol level is gradually decreasing.”





Judy Abrahams – Don't quit, visualize

by Patrick Currey

On a fateful day in 2006, ConocoPhillips Alaska Senior Engineer Judy Abrahams woke up in a hospital emergency room with no idea that her life had undergone a seismic shift.

A lifelong athlete, Abrahams was inducted into the Colorado School of Mines (CSM) Hall of Fame in 2005 as a four-year letter winner and, according to a school press release, arguably the best CSM female diver. Later, as a seasoned runner and triathlete, she competed in the Boston Marathon, as well as Ironman competitions in Australia, South Africa and Brazil.

“I won my age group in Brazil, which qualified me for the Kona 2005 Ironman World Championships. Women 30 to 39 years old get super competitive, and that’s when they get fast.”

Abrahams’ most extreme event was the Fireweed 400 bicycle race from Sheep Mountain to Valdez, over Alaska’s rugged Chugach Mountains. She and a partner finished the 400-mile race on a tandem bicycle in 25 hours and 28 minutes – the first tandem to complete the event.

But in a flash, everything changed. While going downhill during a routine training ride, she collided with a car that had pulled into her path and sustained multiple injuries, including one that

would cost her a leg.

Abrahams endured multiple leg surgeries, but her condition continued to deteriorate. When the pain became unmanageable, she made the gut-wrenching decision to amputate in October 2011.

The word “quit” is not in Judy Abrahams’ vocabulary. She credits her CSM coach with incorporating visualization into her training regimen. “The idea is to pay close attention to your breath and body mechanics. Find a quiet spot and focus on the performance you want.” She began to visualize competing again.

“At one of my first events after surgery, the Anchorage Hammerman, I was the only physically challenged athlete to finish.” This qualified her to compete in the 2012 Xterra National Championships in Utah, and finishing there landed her a spot in the 2012 Xterra World Championships in Maui, making her the only female challenged athlete to compete in both events.

“I came in ahead of some of the able-bodied contestants. It was a little humbling when a 75-year-old man passed me like I was standing still. I knew I had a lot of work to do.”

In Maui, Abrahams would need to run from the beach into the breakers, swim in the open ocean, run another 150 yards on the beach and then swim again. The logistics meant she had to remove her prosthetic leg for the swim and use crutches for the beach run.

The surf was angry and threatening on race day. “When I saw

the surf, I panicked. I thought, 'it's too hard.' Then the whistle blew, and I just did it."

She won her division with a total time of over five hours.

Abrahams continues to push the envelope. Her next goal is to finish the 2013 Xterra World Championships in less than five hours.

Through all the hardships and physical challenges she continues to inspire. Co-worker Kim McDonald put it this way: "Judy doesn't allow physical limitations to define her. I admire her tenacity, and I'm humbled by her determination. I've been a sideline cheerleader as she raced in incredible pain, with tears and sweat dripping from her face. She's a warrior, and she's inspired me to become more physically fit, encouraging me to never quit."



OUT WITH



The disposal of several first-generation Ekofisk platforms, known as the Ekofisk I Cessation project, has been a success, with 120,000 tons of structures removed and more than 97 percent of that amount reused or recycled. The current phase will be completed next year.

When the process of removing old Ekofisk platforms started in May 2012, it was the fifth consecutive summer that topsides and steel jackets were brought to shore. Since 2009, heavy lift vessels have removed seven decommissioned platforms in the Greater Ekofisk Area, with two more scheduled to be removed this summer.

The Ekofisk I Cessation story does, however, go much further back. When the second generation of platforms in Norway's first oil field, known as Ekofisk II, came on stream in 1998, many of the original platforms from the 1970s were no longer needed due to the closure of four fields (Albuskjell, Cod, Edda and West Ekofisk) and the need for new infrastructure on the Ekofisk and Eldfisk

THE OLD:

Norway responsibly scuttles old platforms

by Kjell Undall, photography by Kjetil Alsvik



Photo by Haagen Eriksen

fields. The Cessation project has been underway for 15 years (see timeline illustration, Page 38), starting in 1998 when a plugging and abandonment program made the platforms safe for the work to proceed. The plug and abandonment work was completed in 2005.

CESSATION PLAN

In 1999, ConocoPhillips submitted its plan for decommissioning Ekofisk I to Norwegian authorities. A royal decree in 2001 approved the plan to remove inactive facilities by 2013.

Norwegian law and a decision by OSPAR, the Oslo/Paris Convention for the Protection of the Marine Environment of the North-East Atlantic,

require the disposal of topsides and jackets lighter than 10,000 tons that are no longer in use. OSPAR member countries approved leaving the massive concrete Ekofisk storage tank in place, with the tank's topsides cut into small pieces and removed.

FOCUS ON HSE

"Health, safety and environment (HSE) have always been our highest priority," said Dag Roar Johansen, manager, Ekofisk I Cessation. "Safety challenges within a removal are greater than in a new-build because we are dealing with old structures with inherent uncertainties. The project safety performance has been outstanding compared to previous similar projects. We've had two

Environmental Specialist Steinar Berntsen (left) and Ekofisk I Cessation Manager Dag Roar Johansen



SUSTAINABLE SOLUTIONS

ConocoPhillips has worked at a steady pace to safely remove decommissioned structures from the Greater Ekofisk Area in the Norwegian North Sea.

The Ekofisk I steel jacket-based platforms (2009-2013) have been disposed of onshore in the same environmentally responsible manner as were the Ekofisk 2/4 T tank topsides (2005-2007) and the bridges and tripods (2006-2009).

Reused or recycled

Landed structures are dismantled, sorted and processed at the disposal facility in Vats, Norway. The total recovery rate – reuse and recycling combined – of non-hazardous materials is more than 97 percent.

At Vats, materials from the offshore installations are cut into pieces using steel scissors and torch cutters. Scale and other hazardous materials are removed and treated as hazardous waste.

Around 90 percent of the material is steel, which is cut into smaller parts and transported to northern Norway for remelting and recycling.

Some concrete parts are reused for road building. Marine growth is converted by a local company into compost. Wood is used for energy recycling, while engines and generators are resold.

Around 5 percent of the total waste is hazardous, including hydrocarbons, PCB and low-level radioactive material. These materials are disposed of at sites authorized to handle hazardous wastes.

seasons without any recordable incidents.”

The project team believes in “expecting the unexpected.” “We plan all activities very carefully,” Johansen said. “A dedicated team works all year to prepare for the heavy lifts between April and September. An important component is a safety roadshow where we meet with all subcontractors to discuss HSE issues prior to starting work.”

RECYCLING

Johansen emphasizes that environmental issues are equally important and require the same order of attention. “Nearly 98 percent of the material brought to the disposal site is reused or recycled.”

Environmental Specialist Steinar Berntsen explained that the project team has good relationships with public institutions like the Norwegian Climate and Pollution Agency and the National Radiation Protection Agency.

TRANSPORT TO SHORE

The team decided to lift and transport all 120,000 tons of topsides and jackets to shore. The volumes are also impressive when it comes to relocation of drill cuttings from under the jacket, to an area adjacent to the jacket on the sea bed. In order to enable cutting of platform legs below mud line and to perform safe lifts, a total of 15,903 cubic meters were moved and displaced with low, acceptable impact to the environment. This part of the project was finished in 2011.

Sustainable development scorecards developed for each part of the project addressed environmental, social and economic aspects. The project has had a largely positive environmental impact, including restoring areas for marine fauna and



Ekofisk I Cessation | Project Portfolio

1998-2005

P&A platforms
Complete

2005-2007

Tank topside removal
Complete

2006-2009

Remove bridges, flares and tripods
Complete

2009-2013

Remove nine platforms
In progress



Steinar Vaage, president, ConocoPhillips Europe

users of the sea. At the disposal site in Vats, Norway, comprehensive environmental surveys are performed on land and at sea to address risks and changes to the environment.

“While the Cessation project has been demanding, performance has been excellent throughout,” said Steinar Vaage, president, ConocoPhillips Europe. “This project has been delivered on time and well below budget.”

This summer the *Hermod* heavy lift vessel will remove the Albuskjell 1/6 A topsides, and the *Thialf* will remove the jackets from the Albuskjell

and the Cod platforms. Cod, the first discovery ConocoPhillips made on the Norwegian continental shelf, was in production from 1977-1998. Every year since 2009, around 15,000-20,000 tons of steel have been brought to shore. The record was 2010 with more than 30,000 tons. This year will be the second highest, with 25,000 tons.

While removal of nine Ekofisk I installations is coming to an end, the experience gained and lessons learned will be put to good use, as other installations await decommissioning in the coming years. ■

The Vats disposal site
(Photo courtesy of AF Decom)



ELDFISK II JACKET IS SET IN PLACE

The giant Eldfisk II project has taken important steps toward its planned startup in the winter of 2014/2015. The jacket for the new platform – Eldfisk 2/7 S – is now in place on the field, while construction of the topsides is on schedule on the island of Stord, Norway.

In April and May, the Saipem 7000 heavy lifting vessel was hard at work on Eldfisk. The project reached a milestone when the 96-meter-high, 13,000-ton jacket for the Eldfisk 2/7 S platform was installed on May 6 under perfect weather conditions. Due to its size, the jacket was not lifted in the normal way, but rather skid-launched from a barge – not that different from how a ship is launched (photo) – then lifted and put into position.

The spring lifting campaign was completed with the installation of the last bridge linking the jacket to the rest of the Eldfisk Complex. What remains this year is installing the drilling template for predrilling through the 2/7 S jacket and one more lift – a new waste heat recycling unit under construction at the Rosenberg yard in Stavanger.

As planned

“We are very pleased that this year’s lifting program so far has been completed as planned,” said Project Manager Tor Inge Hansen. “All the suppliers and the Eldfisk II project team have contributed in an exemplary way in order to carry this out in a safe and controlled manner. Now we are ready to start modification and underwater activities during the shutdown period and predrilling through the 2/7 S jacket.”

Eldfisk 2/7 S is an integrated platform with a 154-cabin accommodation module, a wellhead facility and a process facility. Kværner is responsible for the construction, and the platform will be completed at its yard on Stord. Engineering services were performed by Aker Solutions at Fornebu, Oslo.

Construction work started in spring 2012, and parts of the prefabrication were handled by subcontractors



in Finland and Poland. The jacket for the 2/7 S platform was built at the Dragados shipyard in Spain and was shipped to Eldfisk by barge.

Completion on Stord

The coming weeks and month will be very hectic on Stord. This summer, there will be about 2,000 people at the shipyard working on completion of the topsides. The different modules and sections will be connected, followed by extensive testing of systems, documentation and preparations until spring of next year.

Major modification work is also underway on Eldfisk to upgrade and

prepare existing facilities and systems for continued operations for many years to come when Eldfisk 2/7 S is put to use. New pipelines on the seabed also are included in the project.

Increasing production

According to plan, the topsides will be ready to sail to Eldfisk in spring 2014. The new platform will have 40 wells and will contribute to an increase in production from the Eldfisk field totalling 35-45 million standard cubic meters of oil equivalents. Eldfisk is the second-largest field in the Greater Ekofisk area and has been in production since 1979.

Being prepared: The Global Incident Management Assist Team conducts response training

by GIMAT members Donna Xue, Suzy Spencer,
Natalie Lowman and John McLemore

“This is a drill.” Those four words are what you want to hear before a briefing on an uncontrolled oil spill and helicopter collision at a ConocoPhillips platform. At the Global Incident Management Assist Team (GIMAT) training held the last week of February in Southampton, England, more than 110 team members battled time and ocean currents to rescue injured personnel, prevent oil reaching the shore and ensure the safety of local personnel amidst hostile rioting. This was the second major training program for the new GIMAT, formed following the repositioning. The team is trained to mobilize in the event of an incident that exceeds local business unit response capabilities.

Right: Paul Bissailon, response specialist consultant from TRG, describes the complexities of emergency response planning to (from left) Bill Peng, Robert Smith, Dagfinn Solsbak, Chris Walkington and Johnna Miller.

In addition to two days of practical incident response training, the week featured sessions on oil spill control and containment methods, the U.K. regulatory system and a site visit to the Oil Spill Response Limited's (OSRL) Southampton base to update the team on resources available to ConocoPhillips. Further training on the Incident Command System (ICS) process and use of response tools helped participants build an understanding of their roles within the ICS system.

GIMAT members are selected for their technical expertise and personal skills. Lisa Megan, Jasmine Project engineer and GIMAT planning section chief (PSC), is responsible for collecting, evaluating and disseminating information on the current situation with the goal of predicting the possible course of events, identifying alternative strategies, preparing incident action plans and submitting status reports.

“The job requires communication and facilitation skills, as well as the ability to organize and delegate,” said Megan, “The PSC must take a



bird's-eye view and act as the glue between other groups. You must be able to communicate at all levels, coordinate between the GIMAT and local teams and manage different levels of experience.”

GIMAT personnel are drawn from a variety of



The Global IMAT gets insight into the emergency management aspects of the Marine Well Cap and Containment System.

Below: James Douglas, HSE manager, Capital Operations and Emergency Response, ConocoPhillips Canada

Bottom: Jamie Jemmeson, regional security director and GIMAT intelligence/security officer

technical disciplines, including drilling, operations, HSE, public relations, legal and logistics. Personnel safety and environmental protection are always top of mind.

“My role as safety officer is to identify hazards and put mitigation measures in place to ensure the safety of the responders and the public during an emergency, while recognizing the need to respond in a timely manner,” said Chris Walkington, safety advisor, Jasmine Project, ConocoPhillips U.K. “The role comes with many challenges. We have to understand areas of operation and associated response strategies and tactics to mitigate and influence outcomes. Safety officers need to remain calm, focused and able to analyze a dynamic situation and give sound advice to a wide-ranging audience.”



Environmental expertise is critical in a spill response. James Douglas, HSE manager, Capital Operations and Emergency Response, ConocoPhillips Canada, is GIMAT environmental unit leader. “The unit’s role is to provide environmental support, which may include developing

waste management plans, oil spill booming of sensitive areas and ensuring ConocoPhillips’ response is environmentally responsible.

As challenges around air, water and land unfold during an incident, the team needs to work together to develop and implement solutions.”

ConocoPhillips operates in some areas where security considerations may hamper the team’s ability to mobilize to the incident location. As Jamie Jemmeson, regional security director and





Above: Tim Green, manager, Supply Chain, ConocoPhillips Alaska, and section chief, GIMAT logistics

Top: Katharine Newman, corporate marine attorney and GIMAT legal officer

Right: Andrew Davies (left) and Mary Mae Aschoff discuss environmental response issues with a consultant from Oil Spill Response Limited.

GIMAT intelligence/security officer, observed, “Setting the exercise scenario in a hostile environment, from a security perspective, gave participants an additional dimension to consider. This really emphasized that, when operating in this type of environment, security considerations play a part in every decision.”

A major incident response would likely involve sourcing and mobilization of vast amounts of equipment and resources. This requires a team of logistics experts, including Tim Green, manager, Supply Chain, ConocoPhillips Alaska, and section chief, GIMAT logistics. “My section is responsible for securing all resources required to manage an incident and ensuring those resources are in the right place at the right time,” said Green. “This could include tactical items such as helicopters, airplanes and marine vessels, as well as support resources such as containment and cleanup supplies, PPE (personal protective equipment), food, shelter and laundry facilities.

“Challenges may include securing aircraft on short notice or finding large numbers of trained responders for spill cleanup,” Green added.

“During the early phase of an incident, a big challenge can be just keeping all incident responders fed and housed. The team includes supply chain specialists as well as functional experts in IT and communications. Participation requires high energy, persistence and the ability to think outside the box.”

During an exercise, it is easy to focus on the here-and-now and forget how important it is to keep accurate, comprehensive records. Historians and documentation unit personnel ensure that meetings and key decisions are recorded, stored and maintained in a central location. GIMAT legal advisors provide legal advice relevant to local legislation and contract terms and ensure that information is properly preserved. “In an emergency response, the lawyer must provide advice in a time-charged setting, which requires you to be a team player, solution finder, always-prepared Boy Scout and logical Mr. Spock to counterbalance the spur-of-the-moment Captain Kirk decision-making,” said Katharine Newman, corporate marine attorney and GIMAT legal officer.

Each of the GIMAT functional teams is allocated



“My section is responsible for securing all resources required to manage an incident and ensuring those resources are in the right place at the right time.” – Tim Green

a specific position that is generally aligned with their technical expertise. But the GIMAT would not work if functions operated in silos. Interfaces between groups ensure accurate information flow and clear understanding of objectives. Planning, Incident Command and Operations have to maintain continuous communication as an incident develops. Logistics works with the Resource Unit to coordinate equipment and personnel and with Intelligence and Safety to develop transportation and medical response plans.

Finance coordinates with all groups to ensure costs are captured and tracked. To ensure that consistent messages are communicated, liaison officers, who manage government, regulatory and community issues, should work closely with public information officers in charge of handling media relations and internal/external communications. Information Technology support is critical to maintaining channels of communication between the field and incident command room.

After the February GIMAT training, feedback from training participants was overwhelmingly positive. Working together provided a networking

opportunity to develop as a team and gain greater insight into each other’s roles. Green said, “There is great value in aligning processes, procedures and practices in a collaborative environment. This ensures we can immediately begin a response



Above: Global IMAT Situation Unit members Jason Wan, Heather Collins-Ballot, Bryan Dickson and Boy (Bowo) Pangarso enjoy the challenge of a complex emergency exercise.

Left: Logistics Section Chief Tim Green gives some sage advice to Service and Support Branch Directors Alex Kocen and Chuck Uselmann.



without the need to negotiate those issues.”

Walkington added, “Networking with internal and external organizations provides a better understanding of their roles as well as insight into additional hazards that their activities may pose.” Megan identified key benefits as “developing a collective understanding of the planning process and Incident Command System responsibilities, as well as sharing lessons learned and gaining hands-on experience through practical exercises.”

The team hopes “this is a drill” will continue to precede any incident briefings that the GIMAT receives. But should a situation arise, trained, skilled members of GIMAT will respond rapidly and with a clear understanding of their roles. ■

Historical Osage connection with ConocoPhillips continues

by Jill S. Jones, Osage Tribal Member and ConocoPhillips employee

In 1930, the Osage Tribal Council and Principal Chief Fred Lookout bestowed an unprecedented honor on Frank Phillips by adopting him into the Osage Tribe. The first “white man” who had achieved this high honor, he was given the name Hu-lah Ki-he-kah, which means Eagle Chief in the Osage language. The ceremony took place during the fourth annual Cow Thieves and Outlaws reunion at the Frank Phillips ranch.

Beginning in the early twentieth century, Phillips Petroleum Co. drilled hundreds of wells in the Osage, building the company’s foundation while making millions of dollars for tribe members through royalty income. Royalties were made possible because the Osage Tribe retained ownership of the mineral rights on their historical reservation lands in Osage County, Okla. With the mineral rights kept in trust for tribal members, the U.S. Department of Interior allowed





Osage Chief Bacon Rind is first row second from the left, then Principal Chief Fred Lookout and Frank Phillips, first row, second from the right.

Mr. Phillips and Chief Lookout maintained a strong mutual admiration and respect and considered each other friends and allies.

Right: Members of the Osage Nation Energy Services Board include (from left) Randy Standridge, Chuck Hessert, Jill S. Jones and Mark Simms.

oil lease sales starting in 1905. That same year, the Phillips brothers hit their first big producer in the Osage field, the well called Anna Anderson #1.

Frank Phillips was a well-known fixture at the lease sales, which were held under the “Million Dollar Elm” in Pawhuska, Okla. He built the basis for his wealth and success with this Osage connection. Mr. Phillips and Chief Lookout maintained a strong mutual admiration and respect and considered each other friends and allies. The close relationship and cooperation between the Phillips family and the Osage Tribe began in these early days of wildcatting in Osage County and endured many years as a profitable venture for both sides.

Today the Osage people, now known as the Osage Nation, have progressed from the historical tribal council to a constitutional form of government with three branches. The executive branch contains the office of the Principal Chief; the legislative branch is comprised of the Osage Congress; and the judicial branch consists of the Supreme Court.

The connection between the Osage people and the Phillips legacy has recently been renewed with the formation of a tribal enterprise called Osage Nation Energy Services, LLC (ONES). The new company fulfills a long-held desire within the Osage community to establish the tribe in the oil business, with the goal of expanding tribal revenues and creating jobs for Osage people through local pipeline and drilling operations. Principal Chief John D. Red Eagle appointed two Phillips retirees and one active ConocoPhillips employee to serve on the board of this new venture.

ONES is wholly owned by the Osage Nation, established in 2012 by resolution of the Osage Executive Branch and the Osage Nation Congress. The company provides products and services to the regional pipeline and oilfield industry. With new horizontal drilling technology, reserves are being tapped slightly below some of Phillips historically best-producing areas such



as the Burbank field. ONES aims to be a part of this resurgence in Osage County and surrounding areas.

Chief Red Eagle first appointed Charles E. “Chuck” Hessert to the ONES Board of Directors, where he serves as vice chair. Chuck, who retired from ConocoPhillips in 2004 after serving more than 30 years, is Osage and was raised in Pawhuska. Board Chair Jill S. Jones is a current employee, working as a senior data analyst in Information Technology. She is Osage and was raised in Skiatook, Okla. Randy Standridge, who is Cherokee, retired from ConocoPhillips in 2010 after a 31-year career and serves as board secretary/treasurer. Board membership is rounded out with two Osage tribal members: Mark J. Simms, a prominent businessman who resides in Bartlesville, Okla., and Eddy Red Eagle, Jr., a retiree from CITGO Petroleum Corporation in Tulsa.

These board members with connections to ConocoPhillips look forward to continuing the bond first formed in the early days of exploration, discovery and production on the Osage Reservation. This history of cooperation has endured, even as both the Osage Tribe and ConocoPhillips have continued to grow and find new ways to face the challenges of the current industry and economy. The ONES board members and the Osage Nation government are encouraged by future opportunities to be explored – for the benefit of the Osage people as well as the local economy. ■



OsageNationEnergy
SERVICES, LLC



Frank and Jane Phillips in honorary Osage regalia

Jimmy Guillet

Prayers answered – and then some text and photography by Patrick Currey

ConocoPhillips Alaska North Slope Operator Jimmy Guillet recounts the fateful day 19 years ago when he was on his way to work at the Alliance Refinery. The Louisiana native and his wife, Linda, already the proud parents of a 2 year old, were hoping to round out the family. There had been some difficulties with previous pregnancies, and Jimmy recalls praying as he drove, “Lord, just give us whatever you think we deserve.”

Jimmy’s wife Linda had just had an ultrasound and was asked to join the doctor in his office. “I expected another round of disappointing news,” said Linda. “He began, ‘There’s no easy way to say this,’ and I thought, oh no. Then he said, ‘there are five,’ and kept on talking normally.” Nearly in shock, Linda asked, “Excuse me, did you say five?”

The Guilletes – three girls and two boys – were the second set of quintuplets born in the entire state of Louisiana and the first in New Orleans. The kids were famous before they even arrived. All of the local networks covered the event, along with The Times Picayune, ABC’s Turning Point and the Leeza Gibbons Show. “Every time Linda went to the hospital I had a number to call for the camera crew,” Jimmy recalled.

The preemies were delivered two months early, each weighing

just over two pounds. The outpouring of support from the local community was nothing short of phenomenal. Stores sponsored diaper drives (a good thing since, by Jimmy’s recollection, they went through 60 per day), and baby formula makers sponsored the family as well. The children grew and thrived. Jimmy says simply, “They’re five kids born a minute apart, but, other than that, they’re all

individuals with distinctive looks and unique personalities.”

One thing is certain: They have all been high achievers in Covington High School’s 100th graduating class. Emily held the position of senior class president and was a four-year student council representative. Brett served as class representative as well as tennis team captain. Brook was soccer team captain and Foreign Language

Right: Jimmy lets his megaphone do the talking.

Top right: The Guillet Quintuplets include three girls (from left) Emily, Allison and Brook, and two boys Brett and Christopher.



Club treasurer. Allison served as captain of the flag team and a student council member. Chris was a multitasking athlete with letters in swimming, tennis, soccer and track.

Some of their school spirit can be traced back to Jimmy. "The Covington Lions presented an award for the most spirited fan, and Dad won," said Allison, adding with a laugh, "Nobody sits in front of him in the bleachers,

and he has his own megaphone."

Former Jefferson Parish Priest Robert William Muench, now Bishop of the Roman Catholic Diocese of Baton Rouge, wrote to the quints on graduation day: "The last time I saw you was at your baptism, and I had the privilege to pray for you even before you were conceived. I have to admit that I didn't expect that those prayers would be so gloriously answered."



Board of directors visits Eagle Ford

Employees from the Geological Technology organization and the Eagle Ford business unit are accustomed to taking new hires and subsurface teams on geology field trips and tours of the company's local operations. But their most recent visitors were a bit different than their typical guests.

Joined by the company's Executive Leadership Team (ELT), the ConocoPhillips board of directors recently spent a day learning about the Eagle Ford's geology and observing field activities.

"The board knew that Eagle Ford was a critical part of the company's strategy and future success," said Chairman and Chief Executive Officer Ryan Lance.

board members began by touring the Eagle Ford outcrop – a visible portion of the rock formation that appears above the ground.

"They were able to see the same rocks we drill below the surface," said Geoff Haddad, manager, Geological Technology. Mark Olson, manager, and Bill Morris, principal geologist, Sedimentology and Stratigraphy, designed and led the first portion of the trip. "The outcrop is a half-mile long – half the length of one of our Eagle Ford wells – so they were able to look down the road and gain a perspective for the wells we drill."

Both Technology & Projects and Eagle Ford Development employees were



Board member Jody Freeman holds a geologic rock hammer and a sample of the Eagle Ford Formation.



Ryan Lance joins subsurface technical specialists to describe hydraulic fracture stimulation to board members Gay Huey Evans, Jody Freeman, Mohd Hassan Marican, Dick Auchinleck and Harald Norvik.

"However, this trip gave them a real feel for the subsurface, projects, drilling, completion and operational characteristics of the Eagle Ford development. It also allowed them to meet the people who will deliver that success and gain a sense of the level of competence and passion that our employees have."

Guided by employees from the Geological Technology group, the ELT and

on hand to present various topics and answer questions. When it came time to discuss hydraulic fracturing and completions, "Ryan Lance enthusiastically came up and started leading the presentation and discussion," Morris said. "I have to admit, it made me proud that I work for a company where the CEO has both the knowledge and passion for the technological aspects of our business."

Petrophysicist Jason Mailloux echoed Morris' comments. "My key takeaway from the tour is how involved the executive leadership is at ConocoPhillips."

After touring the outcrop, the group made their way to Beeville, Texas, where employees from the Eagle Ford business

"They saw how we all work together and even how, with all the moving parts, we maintain our safety excellence." – Dana Sigalos

unit showcased the Helena Stabilization Facility and explained how the product comes into the facility and is shipped out via pipeline.

"This portion of the tour gave them a great chance to enter the field and get a sense of our activity level," said Dana Sigalos, manager, Stakeholder Relations. "They saw how we all work together and even how, with all the moving parts, we maintain our safety excellence."

The next stop was a hydraulic fracturing site, where employees like Brandon Morin, completions engineer, led small groups on tours around the perimeter and explained the operations.

"Our employees in the field work so hard to make our Eagle Ford operations



Board members, executives and staff in front of the Eagle Ford outcrop near Del Rio, Texas. Front row left to right: Steve Bohnet, Helene Harding, Megan Gosnell, Janet Kelly, Gay Huey Evans, Harald Norvik, Mark Olson, Mohd Hassan Marican; Middle row left to right: Geoff Haddad, Davis Tolman, Don Hrap, Dave Jamieson, Matt Fox, Jody Freeman, Ryan Lance; Back row left to right: Jason Mailloux, Ryan Phelps, Eric Michael, Dick Auchinleck, Al Hirshberg. Not shown: Bill Morris, field trip leader.

a success,” Sigalos said. “It was rewarding that the people guiding our company took the time to visit our sites and learn about our operations.”

While the tour began as an opportunity to showcase the company’s operations and provide the board with a sense of

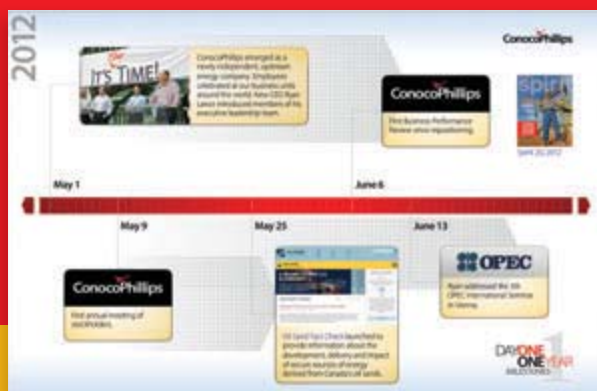
the dedication ConocoPhillips employees have toward their work, employees also learned a thing or two about the company.

“I was really amazed at the commitment the executives and board members showed and the insightfulness of their questions,” Morris added. “When the

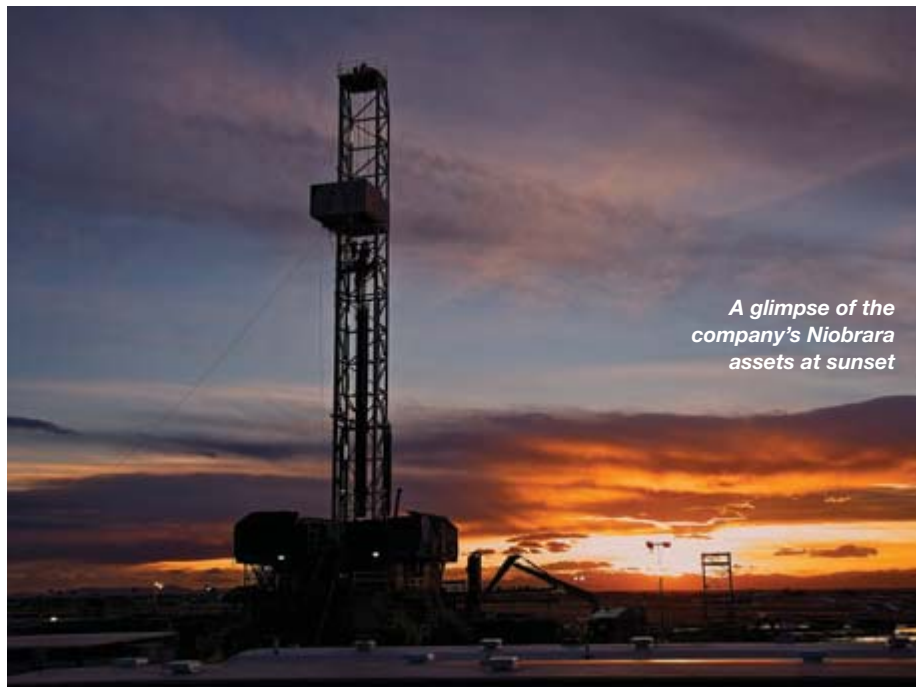
folks at the top show such enthusiasm and passion, combined with the depth of knowledge and ability to pose meaningful questions about fields that are far from their specialty, it makes me feel good about the direction they will take the company.” ●

Happy anniversary ConocoPhillips!

On May 1, ConocoPhillips celebrated its first anniversary as an independent exploration and production company – the world’s largest, based on proved reserves and production. Employees around the world pitched in to make it an unforgettable first year. The company commemorated the anniversary by showcasing a video and interactive timeline. A portion of the timeline below provides a brief glimpse into just a few of the milestones.



Houston Campus employees enjoy fruit and cake during the One Year Anniversary celebration. Photo by Bruce Senior



A glimpse of the company's Niobrara assets at sunset

Opening our doors in Niobrara

In early April, approximately 175 Arapahoe County community members and 40 ConocoPhillips employees convened at the Bennett (Colo.) Community Center with one mission: meaningful conversations about Niobrara exploration and development efforts.

Two years ago, the Lower 48 established a position in the Colorado counties of Arapahoe, Elbert, Adams and Douglas through direct purchases of oil and gas leases and an initial leasehold acquisition. In 2012, ConocoPhillips was awarded an oil and gas lease from the Colorado State Land Board on acreage in the Lowry Bombing Range. That acreage plus two additional acquisitions closed during 2012 have resulted in a current position of 130,000 net acres in the area. This part of the Rocky Mountain region is recognized as having the potential to be an oil-prone source in the unconventional Upper Cretaceous Niobrara Formation.

The company began an exploration and appraisal drilling program in the Niobrara last year to establish a long-range plan for drilling and completions. To successfully appraise and develop the field, the company needs a gathering system to move oil and gas production from the wells for storage, processing and eventual sales. A permit to build the gathering system has been presented to

the Arapahoe Board of County Commissioners, and ConocoPhillips expects the permit to be approved soon.

The April meeting was planned by the Lower 48 Rockies business unit to offer local residents and public officials an opportunity to ask company experts any and all questions. Residents brought both questions and thoughtful comments to the three-hour event and came away with an improved understanding of the company's operations and commitment to best practices.

Christine Lloyd, Niobrara asset manager, complimented the team on a highly successful event that increased understanding and strengthened relationships with important stakeholders in communities where the company operates.

The meeting model for the event was to offer multiple information centers staffed by experts in the subject areas. Using this model instead of a more common single presentation, Niobrara team members were available to talk with numerous guests simultaneously and as long as necessary to establish a better understanding of our commitment and plans.

"It's important for the local communities to hear from us, meet us and understand how we feel about working in their communities," said Eileen Dey, manager, Stakeholder Engagement & Sustainable

Development. "The open house helped them understand our focus on safety and environmental stewardship, as well as how many wells we plan to drill, where our flow lines will be placed and much more."

"We're here to

give leaseholders, other residents and anyone who might be impacted by our business in this area an opportunity to ask questions and get answers," explained Wayne McCreesh, Denver-area supervisor of PTRRC (Property Tax, Real Estate, Right of Way and Claims) for ConocoPhillips. "This allows residents to get accurate information about the



Wayne McCreesh

environmental and social impact of our business in their community."

During the open house, the Niobrara team, including approximately 20 subject-matter experts from around the company, answered questions about the gathering system, safety, responsible well operations and well-site construction, air quality, water management and traffic management.

At the end of the day, residents walked away with a better understanding of the project and the way ConocoPhillips conducts business. Several guests expressed appreciation to ConocoPhillips for

providing the opportunity to get information directly from our best resources.

"One primary goal I have is that folks will see ConocoPhillips as the operator of choice," said Marc Shannon, Lower 48 chief completions engineer. "I want people around our Niobrara operations to see that we are transparent in our business and that we want to be a good citizen." ●



Eileen Dey



Marc Shannon

ConocoPhillips invests in future of science and engineering

ConocoPhillips recently presented donations to two leading American universities. The company gave \$1 million to the University of Houston's growing Energy Research Park and \$125,000 to various engineering, science and business programs. The goal for the research park is to create a premier research and education facility for students and faculty to work together in a unique environment and forge new approaches to the way energy is created, delivered and used.

ConocoPhillips also made a \$375,000 gift to Kansas State University's College of Engineering, College of Business Administration and a variety of universitywide programs. The gift will support departments and



ConocoPhillips representatives present a check to University of Houston. From left to right: Barb Sheedlo, manager, Talent Planning and Acquisition, Eloise Dunn Stuhr, vice chancellor, Advancement, University of Houston System and vice president, Advancement, University of Houston, Mark Putnam, director, Corporate & Foundation Relations, Greg Leveille, technology program manager, Unconventional Reservoirs, Kate Williams, advisor, University Relations and Jeff Sheets, executive vice president, Finance and Chief Financial Officer.

faculty fellowships, as well as student professional organizations and programs. Since 1945, the relationship between ConocoPhillips and Kansas State has resulted in student scholarships, research funding, faculty support and capital investments in classrooms and laboratories.

This year, ConocoPhillips is projected to contribute more than \$11 million to universities around the globe – \$7 million from University Relations and more than \$4.4 million from the business units and functions. ●

Life Saving Rules are coming soon

The Health, Safety and Environment (HSE) group, in partnership with the business units and functions, has established eight Life Saving Rules that address



**HSE Vice President
Mike Ferrow**

both occupational and process safety risks. These rules, which will be adopted company-wide by the fourth quarter of 2013, focus on high-risk activities. "Our eight Life Saving Rules will further ensure the safety of our employ-

ees and contractors," said Mike Ferrow, vice president, HSE.

The eight Life Saving Rules will become part of the company's HSE Management System, supporting existing safeguards against injuries and incidents.

"Safety can never be managed successfully as an add-on," Ferrow said. "It must be in our DNA, thoughtfully and consistently included in all of our processes and procedures. The Life Saving Rules reinforce our safety culture with clear and simple requirements that will help us better understand and address risks in the workplace and – most importantly – may save lives." ●

Capping stack journeys from Gulf Coast to North Sea

In January, Shaddy Hanna, project manager for the Subsea Well Response Project (SWRP), and Mike Ferrow, vice president, Health, Safety and Environment, visited the Trendsetter facility in Houston for an up-close viewing of the SWRP wellhead capping device. Their visit occurred during the system integration testing phase, prior to breakdown of the capping stack and its shipment to Norway. Another testing phase occurred once the capping stack arrived in Norway and prior to the Oil Spill Response Limited (OSRL) Stavanger shore base opening in March.

Roughly 150 interested parties, including all ConocoPhillips SWRP secondees, representatives from the company's Norway business unit and Ola Borten Moe, the Norwegian Minister for Petroleum and Energy, attended the Stavanger base opening.

The opening showcased the first of four 15,000 pounds-per-square-inch capping stacks, as well as one of the two dispersant and site-clearing toolboxes that will be delivered. Additionally, representatives from OSRL, Trendsetter and Oceaneering were on hand to present their latest developments in, respectively, spill tracking and emergency response, capping system functionality and underwater remotely operated vehicle simulation tools.

"It's great to see a project with visible, tangible response improvements for the industry go from concept to delivery," said Josh Soybel, manager, Crisis Management & Emergency Response. "Putting this project in place illustrates the company's commitment to safety and, in a post-Macondo world, assures the global communities with whom and in which we work that we are a responsible operator." ●



Base opening attendees stand in front of the SWRP wellhead capping device at the OSRL/ASCO storage site. Pictured (left to right) are Stig Kvendseth, Pat Reilly, Tormod Slaatsveen, Rock Lowery, Heather Stanga, Steinar Vaage, Patrick McGroggan, Eimund Garpestad, Dean Davis and Harald Lura.

2012 Archimedes Award winners

The Archimedes Award is one of the most coveted internal awards at ConocoPhillips. In 2012, its reputation rose when ConocoPhillips Chairman and Chief Executive Officer Ryan Lance declared the Archimedes Award winners through an interactive announcement. Ryan commended the winners for their commitment to knowledge-sharing and expressed a strong desire to make knowledge sharing a core competency at ConocoPhillips, as it supports the company's collaborative culture.

The prestigious award was presented to business units, networks and individuals who exemplified excellence in knowledge sharing, where collaboration led to the exchange/transfer of knowledge and resulted in a direct

business impact. While more than 400 "success stories" were submitted in 2012, the honorees provided exceptional instances where knowledge sharing played an integral role in the success of their operations.

The Archimedes Award recipients were honored at a Houston reception in March hosted by Investor Relations & Communications Vice President Ellen DeSanctis. Celebrations were also held in other regions to honor local contributors for their outstanding achievements in knowledge sharing. In Canada, ConocoPhillips Canada President Ken Lueers presented honorees with awards at a local celebration.

Congratulations to all the 2012 Archimedes Award winners. ●

Give

Alaska – NSOD A&OI and Cook Inlet Operations Give Inspection Technology and Crews to Australia.

Lower 48 – SJBU PLOT technology shared to GCBU, MCBU and Canada.

Norway – Norway serves as knowledge-sharing ambassadors.

Libya – Emergency Procedures.

Russia – NMNG Water Waste Disposal Case.

Malaysia – ConocoPhillips Benchmarking supports JV Commercial Negotiations.

Grab

Alaska – PREPAlaska – GRAB that Gives.

Australia – CUI inspection technology and contractor mobilization.

U.K. – Knowledge sharing highlights failure issues in well down-hole gauges to prevent potential future problems.

Indonesia – South Natuna Sea Sub-Sea Valve/Tree Realignment.

Gather

Canada – WCBU Integrated Subsurface Characterization.

Guts

Canada – Courage to Intervene Campaign.

Caspian – Gas bubbles after our P&A.

KS Integration Award Winners

Norway

Unconventional Reservoirs Excellence

Alaska



1. Ellen DeSanctis congratulates the Australia team for its Grab Award for adopting an inspections technology from Alaska to accelerate Bayu-Undan's inspection program on insulated piping to deal with the threat of Corrosion Under Insulation. Bob Bray, Jim Thornton and Boon Sze Tan were honored as contributors to the project.

2. Mohamed Teja, Katherine Pasco Larsen, Richard Forest, Peter Macquarrie, Burt Read, Andrew Vogan, Ken Lueers



3. Eric Davis accepts an Archimedes Award for Network of the Year on behalf of the Completions Network.

4. Sheila Reader, Stan Lavender, Ken Lueers and Tooney Fink

5. Bill Matthews and Devon Orgeron received Success Story of the Year on behalf of the Project Controls Network.



Hall of Honor

- Facilities Integrity
- Facility Optimization
- Rotating Equipment

Networks of the Year

- Power and Automation
- Completions
- IT Business Partners
- Unconventional Reservoirs Excellence

Success Stories of the Year

Alaska – Kuparuk CPF2 Turnaround Efficiency Improvement.

Algeria – Process Operating Guidelines Implementation in Algeria.

Projects – Workforce Planning from the Project Controls Network.

HSE – Joint HSE and Operations Excellence Audit.

Asia Pacific – The AP NoE Lead Integration Initiative.

Canada – WEO Establishing a Culture of Technical and Knowledge Sharing Excellence.

Caspian – Kashagan Phase 2 Oil Stabilization Design.

Wells Excellence – Wellview NoE makes a global impact.

Russia – YK Field lessons learned.

Norway – Production Reducing Activities (PRA) on Wells – Preventative Maintenance Best Practice

U.K. – U.K./CNS

Subsurface Excellence – Subsurface Symposium Virtual Hybrid Delivery



Planning organization hosts first global conference

In late April more than 40 global planning leads from across ConocoPhillips convened for the first time as an independent company – and the first time in many years – to establish relationships and improve the company’s planning process.

“Building relationships with our colleagues is vitally important and critical to the success of our company,” said Jennifer Ellis, Long Range Planning coordinator and Global Planning

Conference organizer. Using the successful Global Subsurface Symposium as a guideline, Ellis coordinated with subsurface employees prior to the event to identify and utilize best practices to make the most of the two-day conference.

The first day included presentations from U.K. and Australia planning leads, training delivered by varied functional experts and comments from Matt Fox, executive vice president, Exploration and Production, and Don Walette, executive vice president, Commercial, Business Development & Corporate Planning.

“The message our executives communicated to us is that the work we do is extremely important to the business,” Ellis said.

Dan Clark, manager, Strategy & Portfolio Management in Alaska, echoed Ellis’ sentiment. “There was a clear reinforcement by senior management and corporate staff of the significant importance of the planning work that is done by all of the regions. There were repeated examples, including the company’s analyst day presentation and live planning sessions by senior executives, of how the data provided by the regions is

used and its importance to the company’s decision-making.”

The second day included a visioning session, hosted by the ConocoPhillips Knowledge Sharing group. “The visioning session allowed us to come up with new initiatives to drive the planning organization forward,” said Phil Goodwin, long-range planning coordinator in Aberdeen, Scotland. Goodwin and his colleagues used the session to identify opportunities to work together to improve their planning process.

“The visioning session was an excellent opportunity to leave our current reality

“Building relationships with our colleagues is vitally important and critical to the success of our company.”

– Jennifer Ellis

behind and brainstorm what is possible going forward,” Clark said.

As a result of the session, the planning leads established a Network of Excellence to allow for continued dialogue once the

conference ended.

“The two-day conference was just the beginning,” Ellis said. “Now that we’ve developed global relationships and increased transparency and trust, we are better equipped to work collaboratively with our colleagues around the world.” ●



Tone Rorgemoen, Jamie MacGregor, Helen Skram



Tour de (hydraulic) fracturing

When things get a little too complicated, sometimes it is best to stop telling and start showing. That's precisely what ConocoPhillips Canada (CPC) staff did in conducting two hydraulic fracturing tours in central Alberta.

The first tour brought 15 members of the Tulita community from the Central Mackenzie Valley of the Northwest Territories to Red Deer, Alberta, to learn about the process of hydraulic fracturing.

The Land Corporations in Tulita District got the ball rolling by requesting the tour, while the Government of the Northwest Territories – Industry, Tourism and Investment paid for transportation for tour participants. Dione McGuinness, stakeholder engagement coordinator, organized the event with direct input from CPC experts as well as participation from Schlumberger, the Canadian Society for Unconventional Resources and Husky Energy. All parties involved welcomed the chance to demonstrate and demystify hydraulic fracturing before it occurs in the Central Mackenzie Valley.

A similar desire for information sharing set the gears in motion for CPC's second hydraulic fracturing tour. The

“There were a lot of pieces to bring together. ... It was amazing cooperation and collaboration across all areas to be sure we could be in the right place at the right time.” – Lauren Piercy

genesis of the tour was a conversation between CPC President Ken Lueers and the publisher of one of western Canada's largest daily newspapers at an industry social engagement. With business reporters frequently chasing stories about hydraulic fracturing, the two discussed the need for educating reporters and the public on the technique as well as providing some context around why fracturing is required and the precautions that are taken.

But organizing a hydraulic fracturing tour is no small feat.

“There were a lot of pieces to bring together,” said Lauren Piercy, senior



A firsthand look at the ins and outs of a fracturing operation provided a valuable educational experience for local reporters in western Canada.

communications advisor for CPC. “It is not like the tours we run of our oil sands operations, which are at a fixed location. We needed to pinpoint dates, see where things were coming along with our various drilling locations, monitor the weather ... It required amazing collaboration across all areas to be in the right place at the right time.”

Both tours started with a crash course in hydraulic fracturing, addressing common questions about seismic activity and water usage. Upon arriving at the site, each group received a safety orientation, sat in on the pre-job safety meeting and received an in-depth tour of the site.

From there, it was into the FracCAT, the unit housing the computer-aided equipment, to watch the action. The on-site personnel walked through every step, and the group could monitor screens to see what happened as the frac balls were inserted, observing the pressure changes and adjustments made.

Once the hydraulic fracturing began, things became a little anticlimactic. “It's definitely not the earth-shattering, ground-moving activity that some may want you to believe!” said Piercy.

Wrapping up the day with a quick stop at a producing pad, the group learned

The hydraulic fracturing tour concluded with a quick stop at a producing pad to understand how the drilling operation is completed and the land reclaimed.

firsthand how a drilling operation is completed and land reclaimed.

Although there is still much work to do to answer the public's questions about hydraulic fracturing, these educational tours are a step in the right direction. ●

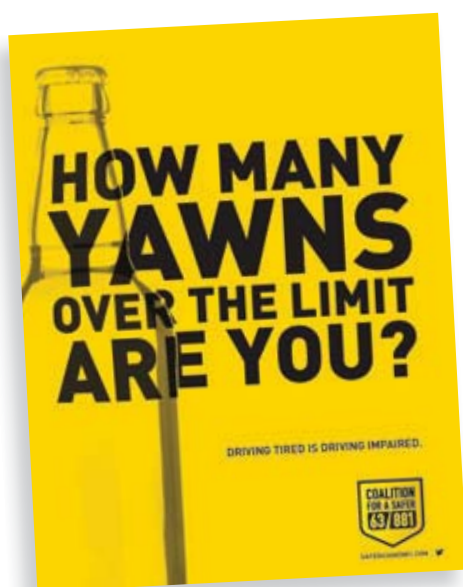


How many yawns over the limit are you?

You'd never attempt to drive after one too many drinks, but how about after a long shift or a busy week? You're not too tired to drive, are you?

Driving while fatigued is impaired driving.

According to the Canadian Council of Motor Transport Administrators, driver fatigue is estimated to be a contributing factor in 20 percent of all fatal collisions and the cause of 4 percent.* That's why the Coalition for a Safer 63 and 881, a nonprofit group, is committed to



The Coalition for a Safer 63 and 881 is spreading the warnings of driver fatigue through their latest campaign.

improving safety on highways 63 and 881, major commuter routes for ConocoPhillips staff traveling to and from our oil sands assets and among the most dangerous highways in North America. The coalition consists of oil sands developers, pipeline companies, industry groups, local governments, safety organizations and media partners.

Their campaign, featuring billboard advertising, posters and radio commercials, along with targeted on-site outreach programs, asks people to think twice about their driving habits. Just like when you drink, driver fatigue slows your reaction time, decreases your awareness and impairs your judgment.

"Research has shown that those most at risk of being involved in a collision

due to driver fatigue are professional and commercial drivers, shift workers and young people," says Lauren Piercy, communications committee chair for the coalition and senior communications advisor at ConocoPhillips Canada. "In many ways this describes those who are working in the oil sands ... not just at our Surmont project, but across the region."

But this message applies to anyone who drives a vehicle.

The biggest contributor to fatigue is lack of sleep, though working conditions, such as shift rotations, job duties and increased hours of work, can also play a part. Our personal lives also have an impact, as social activities, stress, emo-

According to the Canadian Council of Motor Transport Administrators, driver fatigue is estimated to be a contributing factor in 20 percent of all fatal collisions and the cause of 4 percent.*

tional strain and family or health problems all have the potential to cause fatigue.

"We want to spark a change in people's mindsets, so they change their driving behavior, ultimately making the roads safer for everyone," says Piercy.

With so many factors influencing fatigue, it's important to be aware of the symptoms, such as blurry vision or missing your highway exit, before you find yourself falling asleep behind the wheel. Better still is to be prepared. Tips from the coalition to prevent driver fatigue include driving with a buddy, staying hydrated, eating protein-rich foods, taking breaks every 200 kilometers and driving only during your normal waking hours.

For more ways to battle driver fatigue and for information on the coalition's driver fatigue campaign, visit www.safer63and881.com or follow the coalition on Twitter @safer63and881.

**As noted by the Canadian Council of Motor Transport Administrators in 2010, by eliminating other general causes like alcohol, speeding and unsafe driving. ●*

Joy Hall named to Offshore Energy Center Board of Directors

Joy Hall, Communications & OCM lead, Projects, Supply Chain, Aviation, was named to the 2013 Offshore Energy Center (OEC) Board of Directors for a two-year term. She chairs the OEC Society, a guild that supports the mission and objectives of the OEC. Hall participates in educational programs for kindergarten through 12th grade students, college intern events, fund-raising and the annual *Ocean Star* Drilling Rig and Museum career fair for local high school students. ●



New Fact Sheets are now available

Spring 2013 Fact Sheets are now available covering ConocoPhillips (an overview), Global Exploration and the company's six operating segments: Alaska, Lower 48 & Latin America, Canada, Europe, Asia Pacific & Middle East, and Other International. The segment Fact Sheets contain information related to company assets and operations and locations, including maps, statistics and other data. Fact Sheets can be downloaded via eStream or www.conocophillips.com. ●

Celebrating diversity by sharing traditions

The Bartlesville Asian-American Network (AAN) honored traditions and promoted cultural awareness on Feb. 15 by hosting an Asian New Year

celebration. Now in its third year, the event also mobilized employees to give to the community through food and clothing donations for a local mission.

Below: Nine ceremonial dances, including the Bharatanatyam Indian dance performed by Lakshmi Maruwada, transported 350 employees and their families far from Bartlesville and closer to the 50 AAN members who live and work here.



Above: Surekha Parankusam applies temporary henna tattoos. Members showcased their heritage through displays, art, customary clothing and cultural symbols.

Right: Delicious appetizers and desserts brought a touch of Asia to Bartlesville.



Diversity networks deepen connections

The AAN includes employees with Asia and Asia Pacific Islander heritage, as well as employees of many other heritages who are interested in learning about diverse cultures while supporting each other.

Employee networks at ConocoPhillips foster a diverse workforce. Eight networks in Bartlesville primarily focus on professional development, networking, community involvement and supporting the company's recruiting activities.

In addition to AAN, those networks are:

- Black Employee Network.
- ConocoPhillips Administrative Network.
- Hispanic Network.
- Native American Network.
- New Hire Network.
- Patriot Employee Network.
- Women's Network.

Employee networks are also active in Houston, Alaska and Canada.

Things that go together

Just like salt and pepper or wine and cheese, OneWiki and the Network of Excellence discussion boards (Ask & Discuss) go hand in hand when it comes to collaborating and sharing knowledge content. Discussion boards provide employees and contractors a real-time platform to ask questions and get answers to issues that impact their daily jobs. When discussions come to various consensus or conclusion points, the findings can be transferred to OneWiki, which is a knowledge repository for best practices, lessons learned, definitions and acronyms. This connectivity between discussion boards and OneWiki can occur in the opposite direction as well. When building content on OneWiki, you can take a link over to a discussion to solicit input of the entire network. This increases your opportunity to add breadth, depth and quality to your OneWiki article.

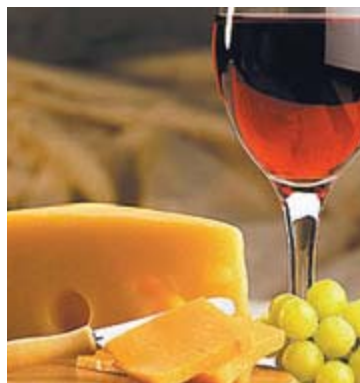
“Ask & Discuss threads offer rich

material for OneWiki articles. Robust discussion threads are valuable resources and often lead to discoveries related to specific topics of interest,” said ConocoPhillips Alaska Production Engineer David Lagerlef. “Transferring a post on Ask & Discuss into an article on

OneWiki is quick and can be accom-

plished with minimal effort by utilizing common editing tools. Once an article is posted on OneWiki, subject-matter experts have the opportunity to contribute to and edit the information, adding additional knowledge content and refining the collective wisdom, insight and information.”

Recurring and important topics to the business, robust threads and threads with multiple responses or attachments are characteristics of discussions that



can potentially have valuable knowledge content suitable for OneWiki. There are several great examples of how discussion board content has been captured in OneWiki articles, such as those focused on casing wear, internal coated tubing and corrosion.

You can find these articles and more on OneWiki by searching for the title or a related topic.

All ConocoPhillips employees and contractors are encouraged to create new content or contribute to existing OneWiki articles, as well as participate in a network’s discussion. Collaborating within and across networks allows for diversity of thought from industry experts, building a collection of experiences that are instrumental in increasing business value.

To learn more about OneWiki, check out the article “New to OneWiki” or contact the Knowledge Sharing OneWiki Team at RSC:OneWiki. ●



Scholarship recipients honored



In February, the annual ConocoPhillips Rodeo Run raised \$400,000 to support the Houston Livestock Show and Rodeo (HLSR) Educational Fund, which provides college scholarships to Texas high school students. In late May, members of the ConocoPhillips Rodeo Run Steering Committee attended the HLSR Scholarship Banquet and met the 10 students – and their families – who received scholarships funded by ConocoPhillips.



The Washington County chapter's new emergency vehicle delivered food and supplies to victims of the recent tornadoes in the Oklahoma City area.

Donation helps Oklahoma Red Cross chapter purchase emergency response vehicle

Located in Bartlesville, Okla., the Washington County chapter of the American Red Cross has a new emergency response vehicle (ERV) thanks, in large part, to ConocoPhillips, one of the primary donors to make procurement of the vehicle possible.

"This new ERV is truly this community's ERV," said Gregg Foresman, vice chairman, Washington County Red Cross Board of Directors. "This advancement is thanks to generous financial donations from local businesses and individual donors who believe in the Red Cross and value what it does for this community."

While ERVs are known as workhorses for the Red Cross, the Washington County chapter didn't have one until the new vehicle arrived on the scene in March. Before that, the chapter provided disaster support and relief out of a standard van or – when necessary – called

in an ERV and volunteer team from the regional headquarters in Tulsa.

"This will make our local Red Cross response much more efficient by being able to carry more supplies and get to the scene much quicker," Foresman said.

The new \$85,000 ERV is expected to be used in a wide array of response capacities throughout Washington and Nowata counties, including delivering food, beverages and supplies to residents affected by large-scale disasters such as tornadoes, wildfires and floods.

Tailored to meet the specific demands of disaster relief operations, ERVs are operated by specially trained teams.

"ConocoPhillips is proud to support the communities where we live and work," said Thad Friedmann, director, Bartlesville Community Relations. "This vehicle is vitally important because it will also support firefighters and other emergency responders on the scene of a disaster." ●

"This will make our local Red Cross response much more efficient by being able to carry more supplies and get to the scene much quicker." – Gregg Foresman

ConocoPhillips contributes \$1 million to Oklahoma tornado relief

ConocoPhillips donated \$1 million to the American Red Cross to assist in disaster relief efforts for those impacted by the recent tornadoes in Oklahoma. The company is joining with the local community and other corporations to help support the people affected by this natural disaster.

"ConocoPhillips has a long and valued history in Oklahoma, as well as an office in Bartlesville, and our thoughts are with the communities that have been affected," said Ryan Lance, ConocoPhillips chairman and chief executive officer. "We want to extend our gratitude to the first responders and volunteers who are answering the call to support those in need."

Employees and retirees who have contributed or plan to contribute to Oklahoma tornado relief efforts can apply for a company match of their individual contributions through the Matching Gift Program, which applies to all U.S. dollar payroll employees. By utilizing the match program, employees can double the impact of their contribution. ●

Humanitarian effort removes land mines in Angola

ConocoPhillips has contributed \$50,000 to a program committed to removing land mines from the Malanje Province in Angola. The funds were presented to the Norwegian People's Aid (NPA) Humanitarian Mine Action Program to cover the costs of demining a confirmed high-impact area located within a Malanje municipality.



“This will enable safe community access to areas and facilities previously affected by land mines,” said Knut Schjerverud, country manager, ConocoPhillips Angola. “Specifically, the funding helps provide for the hiring of 30 local employees, 20 of whom will be part of

“With land mine removal and education programs in 18 countries, NPA’s commitment to this cause is evident and is in keeping with the ConocoPhillips commitment of improving the well-being of the communities in which we operate.” – Deena Clayton

a demining team that will be equipped with a Mini MineWolf tiller and an armored personnel carrier (see photo below).”

According to the British Broadcasting Service, Angola is among the worst land-mine affected countries in the world, where 30 years of conflict may have resulted in the burial of as many as one million land mines.

“In addition to the land mine removal program, ConocoPhillips is also supporting a land mine awareness and education program provided by NPA,” said Deena Clayton, principal environmental



consultant, ConocoPhillips. “With land mine removal and education programs in 18 countries, NPA’s commitment to this cause is evident and is in keeping with the ConocoPhillips commitment of improving the well-being of the communities in which we operate.”

“NPA has demonstrated world-class competency in land mine surveying and removal,” said Robert Hirst, manager, Health, Safety and Environment Angola. “The objective is the reduction of risk to a level where people can live safely and where economic, social and health development can occur without hindrance from land mines.” ●



The bees take the prize

This year's St Andrews Prize for the Environment was awarded for an innovative project developed from the discovery that honey bees can be used as a natural deterrent to crop-raiding elephants.

Now in its 15th year, the St Andrews Prize for the Environment is an environmental initiative by the University of St Andrews and ConocoPhillips.

In Kenya, elephants are not confined to national parks and reserves and can pose serious social, political, economic and conservation problems. However, elephants run away from bee sounds and emit a low frequency rumble to warn other elephants. This discovery led to the development and testing of protective beehive fences positioned around farmers' fields: If an elephant touches a beehive, the bees are released. As an



A female matriarch, Resilience, reacts dramatically to the sound of disturbed bees during a sound playback experiment in Samburu National Reserve, Kenya.

added bonus, the beehives provide honey for the farmers.

"I am delighted with this win," said Dr Lucy King, who received the \$100,000 prize at a ceremony at the University of St Andrews. "The recognition and financial support will enable us to expand our vital research work and protect many more rural farming families from elephant invasions."

"The prize continues to go from strength to strength," said Sir Crispin Tickell, chairman of the St Andrews Prize



A farmer and his wife prepare to harvest elephant-friendly honey from their beehive fence in Sagalla Community.

for the Environment Trustees. "We are delighted that it has become so well established and continues to attract such a range of innovative projects from all over the world. We are looking for entrepreneurs on behalf of the environment – people able to come forward with original, innovative and realistic ideas, which can be replicated elsewhere, and take full account of the social and economic implications."

This year's runners-up included two concepts with the potential for broad global reach. One applies an environmentally friendly, energy-efficient process that could provide access to fresh water and improve the lives of millions of people worldwide. Another uses an innovative, simple and cost-effective technology of sandbar cropping in North West

Bangladesh to transform lands that have become silted and barren by flooding.

"By sponsoring the St Andrews Prize for the Environment, ConocoPhillips is creating a path to a more secure and environmentally conscious energy supply for future generations," said David Chenier, president, ConocoPhillips U.K. "This forum lets us recognize groups and individuals with innovative environmental ideas and gives us the opportunity to focus on developing and sustaining their life-changing projects."

Since its launch in 1998, the St Andrews Prize for the Environment has attracted entries on topics as diverse as sustainable development in the Amazon and Central American rainforests, urban regeneration, recycling, health and water issues and renewable energy. ●



Bee sounds serve as a natural deterrent against potentially crop-raiding elephants.

ConocoPhillips highlights progress on plans for production and margin growth at Annual Meeting of Stockholders

ConocoPhillips is making significant progress on delivering its plans for growth in volumes and margins. During the recent Annual Meeting of Stockholders, the company reaffirmed its goal to consistently deliver strong, predictable returns to shareholders.

“We believe we represent a new class of E&P investment – one that will strive to achieve the organic growth of an independent with the yield of a major,” said Chairman and Chief Executive Officer Ryan Lance. “We have the diverse asset base, technical capability, world-class workforce and financial



strength to deliver on our unique value proposition.”

The company highlighted several achievements from the past year, including progress on portfolio high-grading

through closed and announced dispositions, exploration success that included two significant discoveries in the deep-water Gulf of Mexico and peer-leading total shareholder returns. ●

Knowledge Sharing process promotes a vision for the future

Imagine a world where everyone in your organization works toward a common goal, with a clear understanding of how to achieve it and how it contributes to the business as a whole. Sounds simple enough, right? All too often, it seems more difficult than not to orchestrate individuals as one organization in cohesive alignment. In any global company, there are likely to be challenges when divided by geographic, time and communication boundaries. However, before implementing widespread changes, it is important to understand key issues, challenges and diverse perspectives from inside the organization.

The Knowledge Sharing (KS) team has established a process – called visioning – that is used to assist business units, functions and other organizational groupings to define a desired state for the business and develop a road map to achieve it. Since 2009, the team has conducted more than 50 visioning sessions across the company, providing strategic guidance and a results-driven formula to close gaps in the organization.

“The visioning session provided our team the opportunity to understand

diverse perspectives and identify areas of improvement and how to develop sustainable processes going forward,” said Adrian Angove-Rogers, director, Engineering Training. “The exercises were engaging and forced original thought from all participants to cultivate a consensus recommendation as the end result. It was incredibly valuable, and I would highly recommend this process to others.”

The session consists of three interactive exercises facilitated and docu-

mented by members of the KS team. In the first exercise, participants collaborate to establish strategic focus areas, informally called “swim lanes,” to provide structure and provoke further discussion to effect change. Once the swim lanes are established, participants are asked to share individual items they would keep, as well as disposable items. The second exercise allows participants to imagine what a future state would look like from their perspective. In exercise

“It was incredibly valuable, and I would highly recommend this process to others.” – Adrian Angove-Rogers

three, the team is divided into groups by swim lane. The groups review the present and future-state items identified by their peers, conduct affinity grouping and collectively pinpoint key issues in their respective strategic focus areas. From there, the group develops clear initiatives and establishes time frames and business value initiatives. From start to finish, a typical visioning session takes three to six hours, depending on the number of participants. The KS team has

conducted sessions for as few as five and as many as 80 participants. At the end of the session, the organization receives a draft road map that helps turn strategy into action. The KS team delivers the draft strategic framework within 24 hours, which includes the results and recommendations, as well as key discussions that occurred during the session. For more information, search “visioning session” in OneWiki or contact the KS team. ●

On Assignment

Amy Munson (*Good For You!*, Page 22) joined ConocoPhillips in March 2013 as senior advisor, Human Resources Communications. Amy works with HR leaders to develop and drive employee communications strategies and tactics that engage employees and helps them understand how their jobs make a difference in the organization. Amy has more than 20 years of broad communications experience, developing and implementing internal, external and marketing communications strategies in a range of industries. A proud Hoosier, she holds a bachelor of arts in journalism from Indiana University in Bloomington. She has change management training and her certifications include Six Sigma Green Belt and Facilitation Leader.



Kathryn Donelson (*Success stories*, Page 26) joined the ConocoPhillips Internal Communications team in January 2010 as a contractor with The Brookwoods Group. A Human Resources communications advisor, Kathryn partners with HR functional organizations to deliver and support effective communications to internal and external audiences. Prior to joining ConocoPhillips, Kathryn managed employee and HR communications for US Oncology, now part of McKesson Specialty Health. She holds a B.A. in English and psychology from Austin College and an M.A. in communications from Colorado State University.



Kjell Undall (*Ekofisk*, Page 34) joined ConocoPhillips 26 years ago. He works as a communications advisor in the Norway Business Unit Communications and Government Affairs department. Kjell is primarily responsible for internal communication and serves as editor of the Pionér (Pioneer) bilingual employee magazine for Norway, Teesside, England and eStream. He also coordinates the Norway BU internet site, ConocoPhillips.no, and is a member of the BU emergency response communications team.



Jill S. Jones (*Osage connection*, Page 44) has worked with ConocoPhillips since 2004, first as a consultant and now as a Senior Analyst in Information Technology. She started her career at CITGO Petroleum in Tulsa, then worked at Ernst & Young in Dallas as a technical consultant before coming to Bartlesville. Raised in Skiatook, Jill is a member of the Osage Tribe and a direct descendant of two original Osage allottees, both great grandfathers on her mother's side. She is enthusiastic about progress being made with the newly formed Osage Nation Energy Services LLC especially as it relates to job and revenue creation, community service, and economic development. She considers it an honor to serve on the board and serve the Osage people in this capacity.



Michelle Gunnett has worked as a graphic designer in ConocoPhillips Creative Services for 13 years. For the past four, she has been responsible for designing *spirit Magazine*. This is her 15th issue as lead designer. Her name is in every issue, but the editorial staff thinks she deserves special recognition for her creativity and commitment to making it such a high-quality publication. Originally from Grand Rapids, Michigan, Michelle works on a range of corporate projects when the magazine is not in production.



spirit Magazine is printed entirely on Forest Stewardship Council™ (FSC®) certified paper. FSC certification ensures that the paper used in this magazine contains fiber from well-managed and responsibly harvested forests that meet strict environmental and socioeconomic standards. We're proud to be one of the first energy companies to make this significant move to help our environment. The FSC logo on our corporate magazine signals not only FSC certification but also ConocoPhillips' commitment to improving the environment.

spirit Magazine is published quarterly by the ConocoPhillips Internal Communications Department.

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spirit Magazine is printed at the Phillips 66 Printing Center in Bartlesville, Okla.

Business Printing and Finishing: **Mike Cranor, Jack Smith, Frank Mitchell, Jim Himes, Shane Crosthwait, Lee Tevebaugh and Beth Foster**

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Visioning Sessions

- Identify a clear, desired state for your business unit, function or organization.
- Collaborate in three interactive exercises to discover solutions that provide value to the company.
- Define initiatives for the organization to achieve in the present, short-, medium- and long-term time frames.
- Enables participants to understand and address major issues and challenges.

“There is incredible value in listening to employees and providing them a voice in the assembly line of critical processes. From a global standpoint, the visioning session offers an opportunity to understand diverse perspectives and the chance to come to a consensus recommendation. I would enthusiastically recommend the process to others.”

– Jennifer Ellis, LRP Coordinator

Stay strong Oklahoma.

ConocoPhillips has a long and valued history in Oklahoma, and our thoughts are with the communities affected by the devastating tornadoes in May.

We also want to extend our gratitude to the first responders, volunteers and the American Red Cross who answered the call to support those in need.