

Safety Moment – Your Information Security



- www.equifaxsecurity2017.com
- Add extra security to your accounts with ConocoPhillips
 - Vanguard**
 - 2 factor authentication
 - Account alerts
 - Bank of America HSA**
 - New system login
 - Security questions updates

What we're going to talk about

- Our competitive benefits
- Annual Benefits Enrollment
 - October 20 to November 10
- How to maximize your benefits

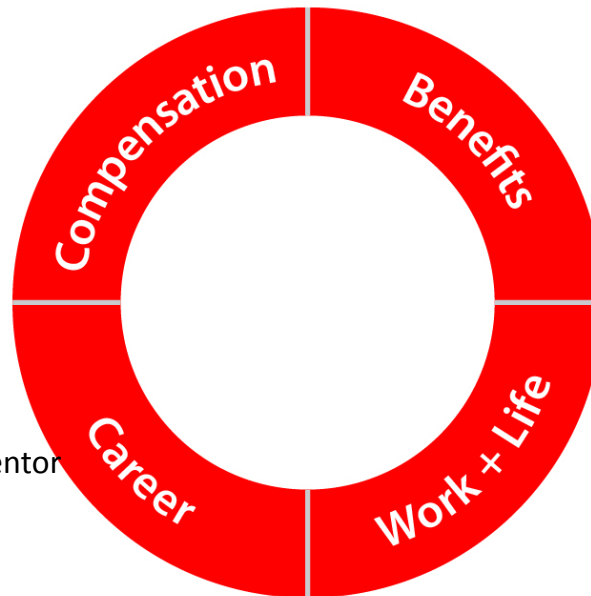


Employee Value Proposition

Company Strategy | Accountability + Performance | SPIRIT Values and Total Rewards

- Salary
- VCIP
- Long-term incentives
- Special Recognition Awards

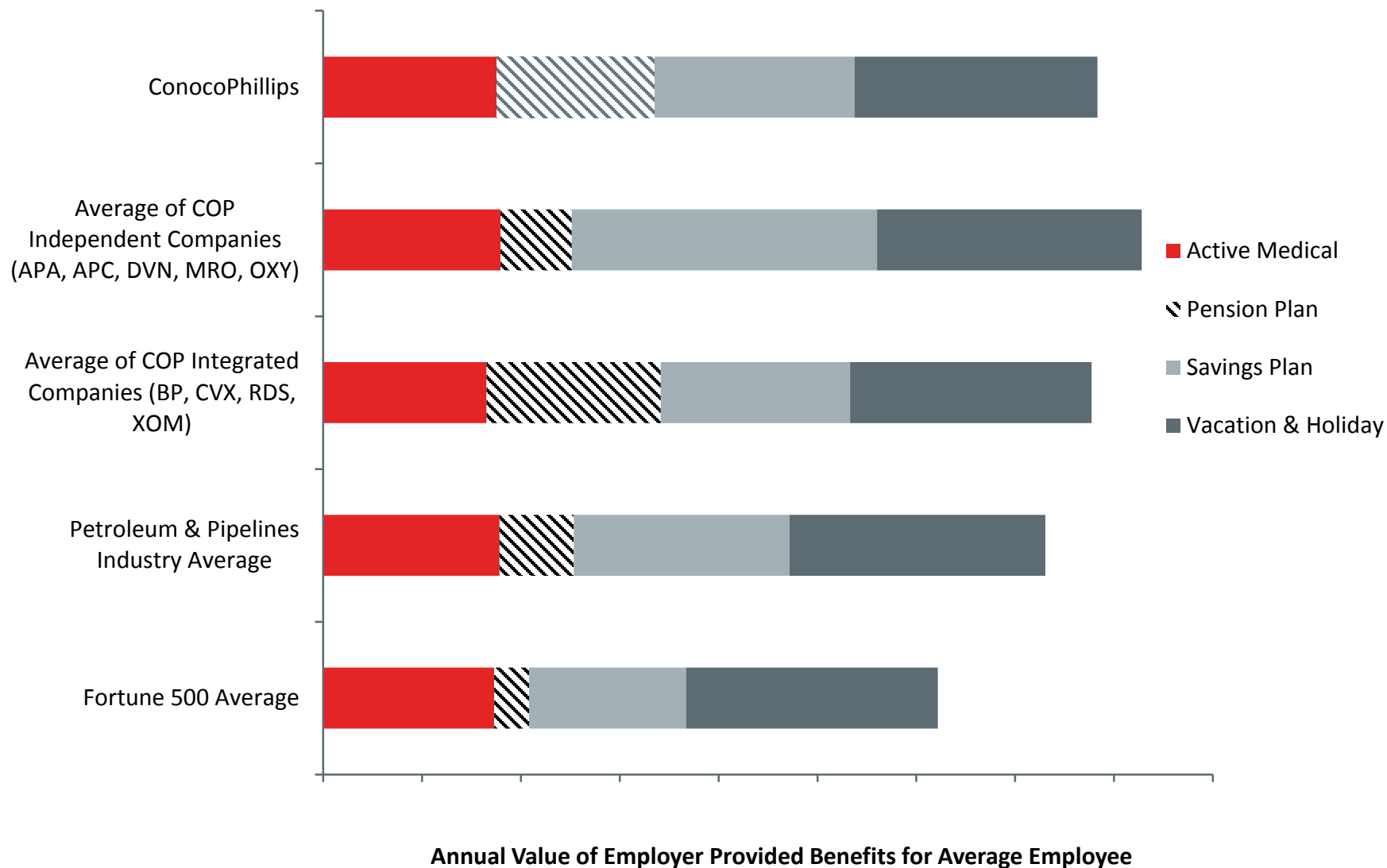
- Meaningful work
- Career paths, TMT & Sponsor/mentor
- Recognition & feedback
- SPIRIT & Service Awards
- Talent development & training



- Pension & savings
- Healthcare, dental & vision
- Income protection (life & disability insurance)

- Workplace flexibility & time-off
- Wellness & EAP
- Work environment & amenities
- Inclusive environment/employee networks
- Philanthropy

2017 Benefits Competitive Position





October 20 to November 10

2018 Medical Options

No changes to deductibles or out-of-pocket maximums

Network features	HDHP Base	HDHP	PPO
Annual cost* You Only / You + Family Coverage	\$0 / \$600	\$648 / \$2,232	\$1,848 / \$6,888
Annual deductible You Only / Other coverage levels	\$3,000 / \$6,000	\$1,400 / \$2,800	\$1,000 / \$2,000
Annual out-of-pocket maximum – Includes medical and prescription You Only / Other coverage levels	\$6,000 / \$12,000	\$4,000 / \$8,000	\$6,000 / \$12,000
Health Savings Account (HSA) company contribution You Only / Other coverage levels	N/A	\$250 / \$375	Not eligible for HSA
HSA employee contribution limits You Only / Other coverage levels	\$3,450 / \$6,900	\$3,200 / \$6,525	
100% generic preventive prescription drug coverage		✓	
Office visit copays			✓
Office visit deductible/coinsurance	✓	✓	

Changes shown in bold

* Assumes all incentives

The PPO option will be discontinued in 2019

Access Quality Healthcare

- To ensure access to quality health care for complex surgeries
 - Cardiac, orthopedic and bariatric
- Institute of Quality hospital over 100 miles from home
- Reimbursements subject to IRS guidelines, up to \$10,000

NEW!



Bob's Story



Medical problem



Network Doctor



Non-network lab

The test costs about \$150 at a network lab

The charge was \$7,000



The employee was billed for more than \$1,000



Non-network = more expensive

Guard against unexpected charges

- Emergency – You're protected
- Network Facility – You're protected
- Non-emergent, non-network facility – You're at financial risk



Be a broken record

Ask: Is it in the Aetna network?

Doc: "I need to order a test"

At a network lab?

Doc: "You need an MRI."

At a network facility?

Doc: "I can schedule your surgery for Friday."

At a network surgery center?

Good News: < 5 Years of Experience

Vacation

- Minimum increases from 2 weeks (80 hours) to 3 weeks (120 hours) for all employees



NEW!



Short-term Disability or “sick time”

- Minimum 8 weeks of 100% pay available for all employees for any covered illness or injury.
 - Previously 60% pay

Proudly supporting parents with time-off benefits

Parental Leave

Up to two weeks to spend with your family within 12 months of birth/adoption

NEW!



Birth mothers generally receive 6 to 8 weeks of 100% paid maternity leave*



All parents up to 2 weeks of parental leave

*Paid through STD

No changes to Dental, Vision,
Life Insurance or Long-term Disability,



Do I have to do anything?

Yes, if you want to:



Increase your Health Savings Account contribution

- Limits increased \$50 for You Only and \$150 all others



Earn the Tobacco Free Incentive

- If you completed the biometric screening before Sept. 30
- \$12.50/ month for you and/or \$12.50/month for your covered spouse/domestic partner



Consider a Flexible Spending Account

- Health Care or Dependent Care

2018 Annual Benefits Enrollment begins Oct. 20 and ends at 11:59 PM Central time Nov. 10, 2017

Go to hr.conocophillips.com

The screenshot displays the ConocoPhillips Human Resources website. On the left is a vertical navigation menu with the following items: Health Benefits, Disability & Life Insurance, Savings & Retirement, Life Events, and HR Policies. The main content area features a large red banner for the "2018 Annual Benefits Enrollment" from Oct. 20 to Nov. 10, 2017. Below this banner are four tiles: "Employee Benefits Handbooks" (with a binder icon), "Savings (401k)" (with a piggy bank icon), "Mobile apps, websites, phone numbers" (with a wrench and screwdriver icon), and a tile with a group of people icon. A red button labeled "VISIT SITE" is circled in red, and a grey arrow points from it to the enrollment banner. The top right of the page includes a search bar and navigation links for "Global Expats", "New Employees", "Former Employees", and "Contacts/Resources". The footer contains the ConocoPhillips logo, copyright information, and social media icons for Facebook, Twitter, LinkedIn, and YouTube.

ConocoPhillips
Human Resources

Health Benefits

Disability & Life Insurance

Savings & Retirement

Life Events

HR Policies

Access Your Benefits Resources (YBR) to view or change your benefits.

[VISIT SITE](#)

Global Expats New Employees Former Employees Contacts/Resources

2018 Annual Benefits Enrollment
Oct. 20 - Nov. 10, 2017

Savings (401k)

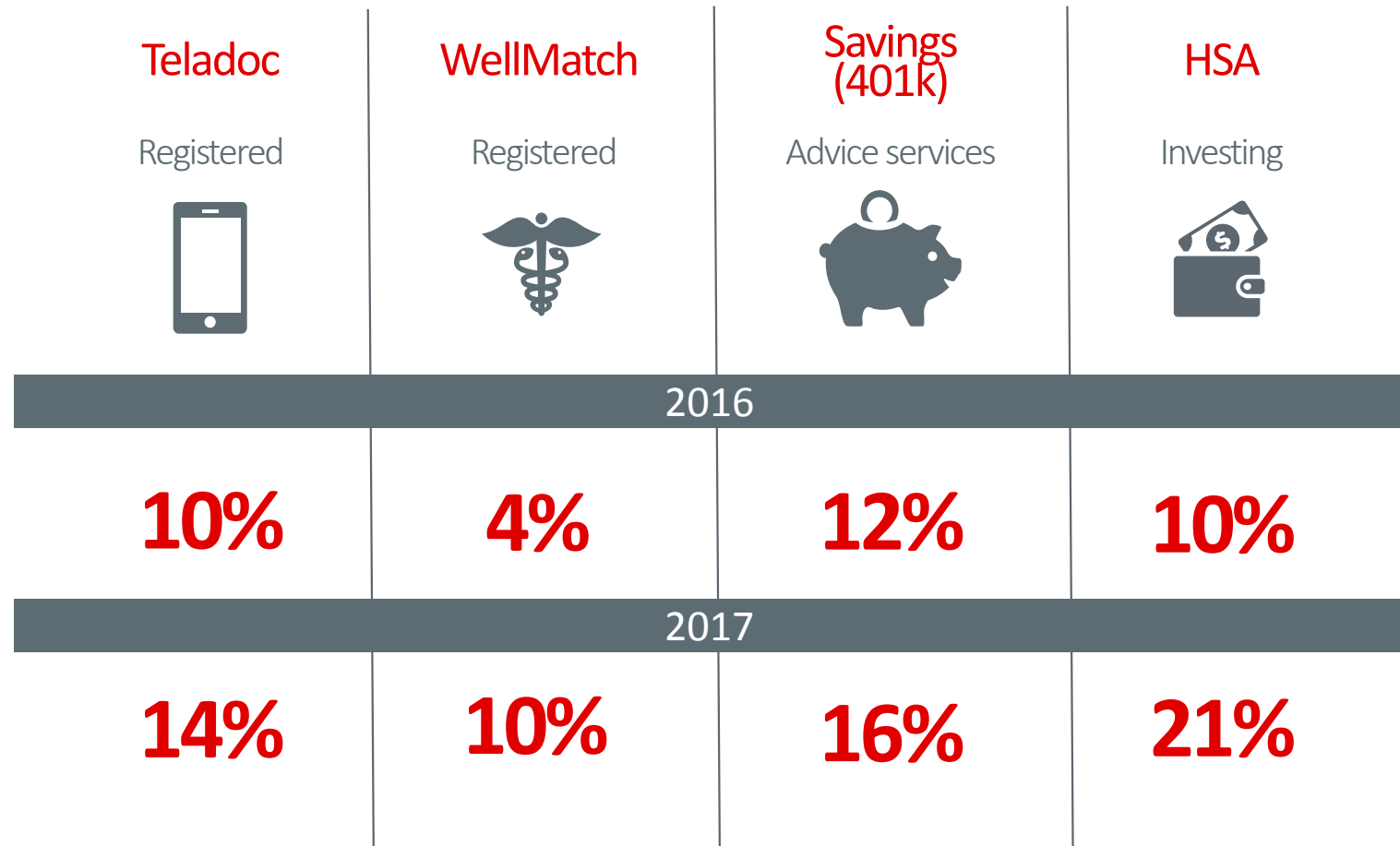
Employee Benefits Handbooks

Mobile apps, websites, phone numbers

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Maximize Your Benefits

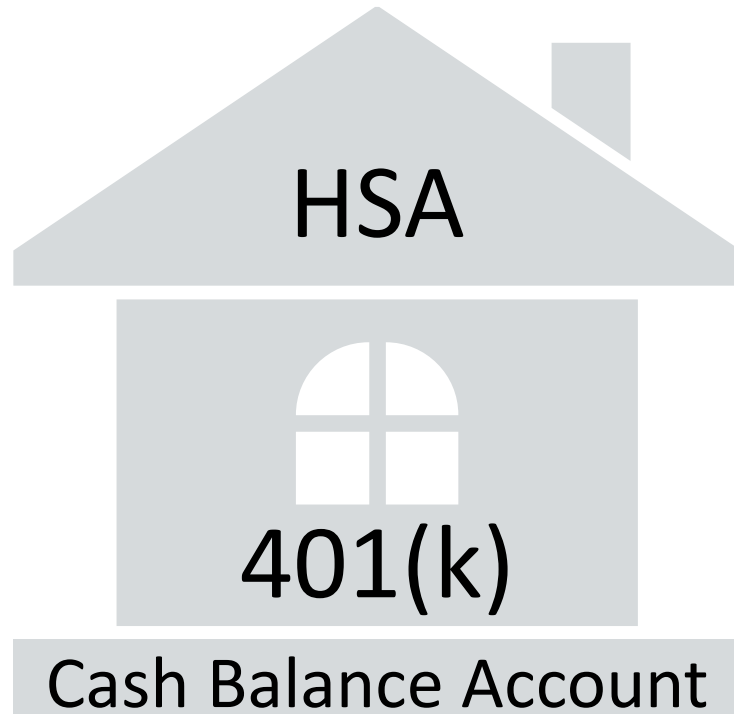


Are you missing out?

Find the right level of care

	Best For	Typical Wait	Typical Cost
	<ul style="list-style-type: none"> • Minor Illness • Doctor's office is closed • Traveling 	15 Min	\$40
Urgent Care	<ul style="list-style-type: none"> • Urgent but not life-threatening • After hours care 	< 1 Hr.	\$175
ER +	<ul style="list-style-type: none"> • Head injuries, chest pain, etc. • Life threatening and debilitating injuries 	3+ Hours For non-emergency	\$1,500+

**Beware of freestanding emergency rooms.
They look like urgent care, but charge ER prices.**



Health Savings Account (HSA)

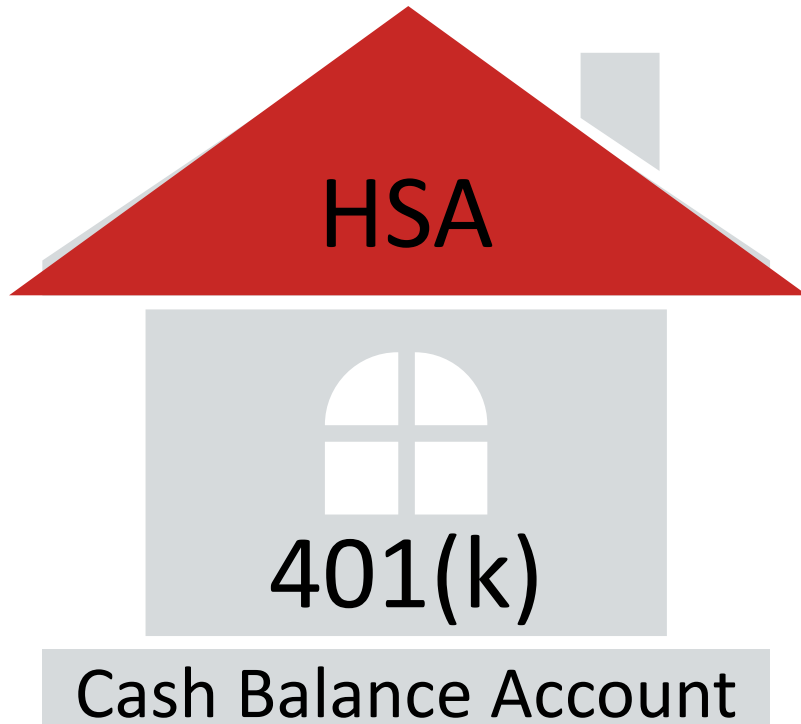
- You & COP can contribute (HDHP)
- You can choose to invest

Savings (401k)

- You & COP contribute
 - 6% match + 0-6% discretionary contribution
- You make investment decisions

Pension (Cash Balance)

- COP contributes: 6, 7 or 9% based on age + service
- Grows with interest credits



Health Savings Account

- Most tax-advantaged account available
- Balance rolls over year-to-year
- You can invest your HSA
- Utilize money for healthcare expenses now or in retirement
- At age 65 you can use your HSA to
 1. Pay Medicare premiums
 2. Pay part D premiums
 3. Pay for Medicare advantage plans
 4. Take it penalty free (but not tax free) for anything else

401 (k) Personal Online Advisor

What does it do?



Looks at your personal situation (goals, age, investments/assets)

Helps you create a plan that you can manage yourself

How do I start?



Model your projected retirement plan value in YBR
Then log into Vanguard and click on “get help”

Take Action!

financial engines M - F, 8:30AM - 9PM ET (800) 523-1188 Daniel Log out

Overview Your Plan Your Money **Your Profile** Account Activity

About You **Financial Profile** Account

RETIREMENT GOALS

Desired Retirement Income	\$122,052	Edit
Your Retirement Age	57	Edit
Your Spouse's Retirement Age	55	Edit

OTHER RETIREMENT INCOME SOURCES

Social Security estimate: Daniel	\$29,525/yr at age 65	Edit
Social Security estimate: Rebecca	\$14,205/yr at age 65	Edit
ConocoPhillips Pension estimate	\$900,000/lump sum at age 57	Edit

+ Add Other Income Source

Take Action!

Your retirement plan

EDIT

Income Forecast | Portfolio Forecast

Retirement Paycheck ⓘ

\$164,000 /yr

Estimate based on your planned contributions, our investment suggestions and average market performance

Suggested mix | Current mix

Cash	0%	
Bonds	16%	<div style="width: 16%;"></div>
Large-Cap Stock	40%	<div style="width: 40%;"></div>
Mid/Small-Cap stocks	10%	<div style="width: 10%;"></div>
International Stock	34%	<div style="width: 34%;"></div>
Total	100%	

Potential loss over the next year: \$62,000 or more ⓘ

Based on what you told us

Safety/Growth preference	Typical for my age ⓘ
Annual contributions	\$17,623 ⓘ
Planned retirement age	57 years old ⓘ

🚩 Important next steps for you

CONOCOPHILLIPS SAVINGS PLAN

➔ Change your fund allocations on [your plan provider website](#) to match our recommendations below. Allocate your future contributions in the same proportions when possible.

Funds (as of Oct 4, 2017)	Your current holdings	Change to
Balanced Index Fund Inst	21%	21%
Growth Index Fund Inst	19%	19%
Tot Intl Stock Ix Inst Pl	6%	21%
Target Retire 2045 Tr P	35%	34%
ConocoPhillips Stock Fund	9%	0%
COP Leveraged Stock Fund	4%	0%
Phillips 66 Stock Fund	2%	0%
Phillips66 Leveragd Stock	4%	0%
Vanguard Tot Bd:Inst+	0%	5%
Total	100%	100%



Your current allocations are quite a bit off. You can either change them on your own, or upgrade to Vanguard Managed Account Program and we'll get you on track.

[Explore Vanguard Managed Account Program](#)

Action Checklist



- Download the Teladoc App & have a medical emergency plan
- Consider investing your Health Savings Account
- Check out the Personal Online Advisor on the Vanguard website

Stuff we have to say

This presentation is intended to be accurate, but if there is any discrepancy between these materials or the presentation and the terms of the official plan documents, the official plan documents will control.

In addition, although ConocoPhillips intends to continue these benefit plans, the company reserves the right to amend, change or terminate any of these benefit plans or provisions at any time.

The Medical Plan is committed to helping you achieve your best health status. Incentives for participating in the U.S. Health Improvement Incentive Program are available to all eligible employees. If you think you might be unable to meet a standard for an incentive under this program, you might qualify for an opportunity to earn the same incentive by a different means. Contact the Benefits Center and we will work with you to find a wellness program with the same incentive that is right for you in light of your health status.

2018 Annual Benefits Enrollment is Oct. 20 – Nov. 10, 2017

competitive
vision benefits time off medical dental
welfare financial protection flexible
Questions?
savings + retirement
wealth accumulation