

# Benefits Value Proposition



## Taking Care of You: Health and Welfare Benefits

<b>Medical Insurance</b>	Offers nationwide, network access to high quality healthcare providers and vital protection against the financial hardship that often accompanies illness or injury.
<b>BCBSTX Health Advocates*</b>	Personalized guidance from knowledgeable professionals concerning new diagnoses, seeking quality and lower cost medical services, and other health-related concerns.
<b>2<sup>nd</sup> MD*</b>	Free access to second medical opinions by nationally recognized experts for a serious medical diagnosis, chronic condition or surgery recommendation.
<b>MDLive*</b>	Affordable virtual access to board certified physicians 24 hours a day, 365 days a year, to address short-term health issues from your home or anywhere in the U.S.
<b>Onsite Medical Clinics</b>	Convenient access to quality primary healthcare services for employees and their families in Houston, Midland, and Artesia.
<b>Employee Assistance Program</b>	Free professional assessment, short-term counseling, and referral services for employees and family members facing challenges at home or work.
<b>Mental Health/Substance Use Disorder Treatment</b>	Comprehensive care for mental health and substance use disorders included in the company medical plan.
<b>Health Savings Account</b>	A tax-free savings account used to pay for eligible medical, dental and vision expenses. Participants enrolled in the HDHP option receive a company contribution.
<b>Flexible Spending Account</b>	Pre-tax funds set aside to pay dental, vision, or post-deductible medical expenses.
<b>Dental Insurance</b>	Optional coverage for regular dental care and other services to maintain healthy teeth and gums.
<b>Vision Insurance</b>	Optional coverage for regular vision checkups and other services to maintain healthy vision.
<b>Health Improvement Incentive Program</b>	Voluntary program where employees earn incentives that reduce medical premiums through meaningful wellness programs and a biometric screening.
<b>Wellness Services and Gym Membership Assistance</b>	Free on-site fitness centers where available and subsidized gym membership fees elsewhere.

## Income Protection: Disability and Life Insurance

<b>Short Term Disability</b>	Company-provided pay for employees who are unable to work due to a nonoccupational illness or injury for up to 26 weeks.
<b>Long Term Disability</b>	Optional coverage that provides long term income replacement to employees who remain unable to work because of an illness or injury for longer than 26 weeks.
<b>Basic Life Insurance</b>	Company-paid life insurance that provides an employee's family with vital financial protection in the event of their death.
<b>Supplemental Life</b>	Optional coverage beyond Basic Life, up to 8x annual pay.
<b>Dependent Life</b>	Optional life insurance coverage for an employee's spouse and/or children.
<b>Occupational Accidental Death</b>	Company-paid coverage that provides financial protection in the event of an employee's death, as a result of a covered occupational accident.
<b>Accidental Death &amp; Dismemberment</b>	Optional AD&D coverage of an employee, spouse, or child due to a covered accident or death.

\*Available to participants enrolled in the Medical Plan

Work-Life Balance: Time Off and Family Care	
<b>Time Off</b>	A variety of leave policies to support you throughout life's stages.
<b>Vacation</b>	Three to six weeks of paid time off, based on your recognized years of relevant experience, for vacation and personal activities.
<b>Maternity Leave</b>	Eight weeks of paid leave under Short Term Disability for birth parents on the birth of a child.
<b>Parental Leave</b>	Six weeks of paid leave for parents to bond with a child within one year of birth or adoption.
<b>Serious Illness in Family</b>	Up to 5 paid days off when a family member is in grave condition, hospitalized, or incapacitated due to a serious health condition.
<b>Death in Family</b>	Up to 6 paid days off in the event of the death of a family member.
<b>Civic Duty &amp; Community Service</b>	Paid time off for company-sponsored community service and jury duty.
<b>Back-Up Care: Childcare Center &amp; In-home Care</b>	Company-subsidized care for children, adults, and elders available through a center* or in-home, up to 15 times annually, with a low employee cost. <i>*Center care available for children only</i>
Building Retirement Security: Savings Plan	
<b>ConocoPhillips Savings Plan</b>	Supports employees in building wealth over their career to achieve financial stability.
<b>Retirement Contribution</b>	Non-discretionary company contribution of 6% of an employee's eligible pay to their 401K each pay period.
<b>Match</b>	Company matching contribution of 6% of an employees' eligible pay each pay period for employees contributing at least 1% each pay period to their 401K.
<b>Discretionary Contribution</b>	Additional semi-annual company discretionary match of 0-6% of eligible pay for employees contributing at least 1% each pay period to their 401K.
Flexible Scheduling: Alternate Work Arrangements	
<b>Alternative Work Schedules</b>	Promotes balance in work and personal responsibilities for eligible roles.
<b>Hybrid Office Work Program</b>	Designates Wednesdays and Fridays as optional remote workdays for eligible roles.
Continued Care in Retirement: Retiree Benefits	
<b>Retiree Benefits</b>	Retiree coverage includes medical, dental, and life insurance options to continue essential health and financial protection in retirement.

For complete benefits information, visit [hr.conocophillips.com](https://hr.conocophillips.com)

This document provides an overview of certain terms and conditions of benefit plans, programs and policies and is for information purposes only. Benefits and eligibility for coverage are determined under the specific provisions of the official plan documents and any underlying insurance contracts. If there is any discrepancy or conflict between this document the terms of the official plan documents and any underlying insurance contracts, as applicable, the official plan documents and insurance contracts, as applicable, will control. ConocoPhillips reserves the right to amend, change or terminate benefit plans, any underlying insurance contracts or any other programs, at any time without notice, at its sole discretion, according to the terms of the applicable plans, programs or any underlying insurance contracts.