

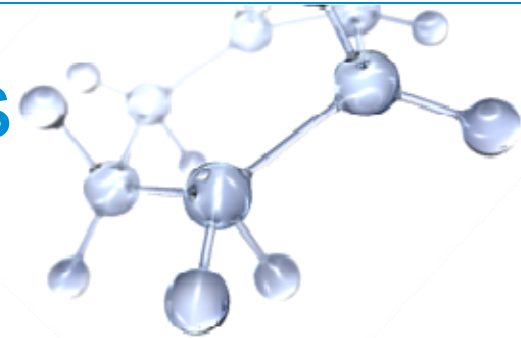
ExxonMobil

Taking on the world's toughest energy challenges.™

Generation Relationships and Current Workforce Demographic Trends

GBRIA Conference and Exposition 2010

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This presentation includes forward-looking statements. Actual future conditions (including economic conditions, energy demand, and energy supply) could differ materially due to changes in technology, the development of new supply sources, political events, demographic changes, and other factors discussed herein (and in Item 1 of ExxonMobil's latest report on Form 10-K). This material is not to be reproduced without the permission of Exxon Mobil Corporation.

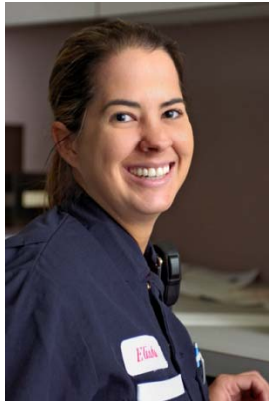
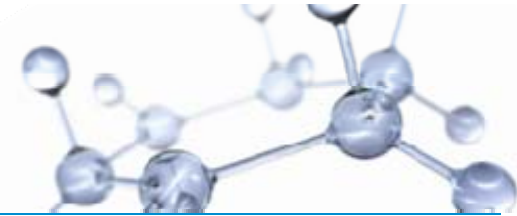
Defining today's workforce



- Tackling the brain drain

- Baby boomer generation reaching retirement age: The U.S. Bureau of Labor Statistics reported that between 1977 and 2007, employment of workers 65 and over increased 101%, compared to a much smaller increase of 59% for total employment.
- Average age of petrochemical plant worker is 50+
- Common challenge to attract, retain and train young, bright employees for both wage and professional positions
- Many retirees eager to continue to contribute, pass on knowledge
- Challenge to preserve valuable knowledge and forge connections between new employees and experienced employees

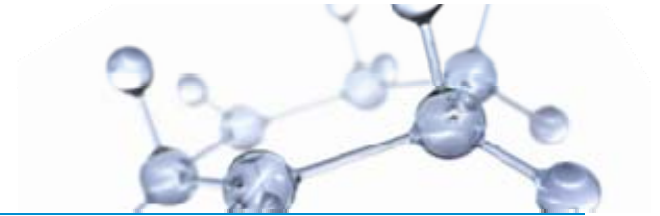
Defining today's workforce



- Today's young employee:
 - More process employees are entering the petrochemical workforce with college degrees or with some professional experience. They're smart, but need experience.
 - Understand and rely on technology and social media to work and communicate
 - Focus on community involvement, volunteerism, and making a difference in today's world
 - Environmentally focused and ready to embrace "green" efforts
 - Eager for the opportunity to quickly assimilate in the workplace and make their mark

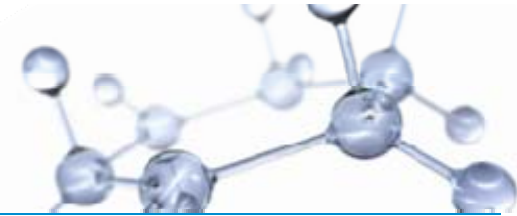


Forging Connections



- Focusing communication efforts to guide new employees and to motivate experienced employees
 - Adoption of **Site Attributes** => Challenging employees to take control of their destiny by bringing forth problem areas/issues and providing viable solutions
 - Focus on six **core values** that inspire employees to be the best, take ownership, encourage cross-functional team work, simplicity, and a balance between results and process.
 - Continuous branding and focus on **Flagship Baton Rouge**.

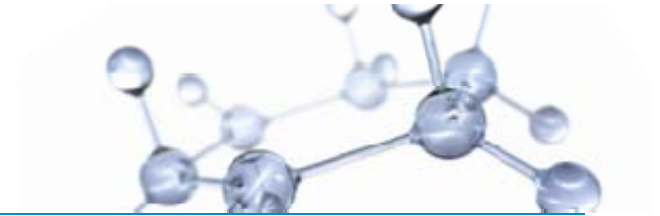
Forging Connections



- Connecting generations – providing opportunities for new and experienced employees to talk
 - Actively partnering new employees with seasoned employees to help solve specific challenges
 - Involving employees who are subject matter experts in apprentice training sessions and providing more hands-on experience
 - Developing a small group of seasoned veterans to preserve senior expertise, mentor/develop new employees and provide historic knowledge on operational challenges

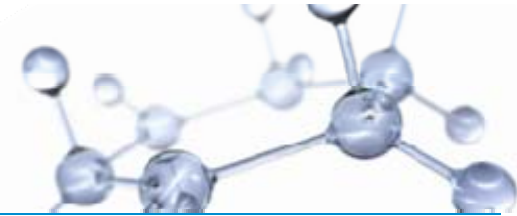


Forging Connections



- **Providing a variety of ways to communicate**
 - **Flagship Channel:** A continuous flow of information for those who are assigned to field posts and can't regularly attend meetings
 - **“Ask Dan” lunch sessions** where specific groups of employees (i.e. new-hire engineers, seasoned employees) can meet face-to-face each quarter
 - Frequent **mass e-mail** communications on upcoming projects and status of current projects
 - **Intranet site** with feature articles on projects, safety news, employee profiles, volunteer efforts and opportunities
 - Quarterly **employee newsletter**
 - **Bulletin boards** updated with site news
 - Monthly **Everyday Excellence** series e-mail saluting innovative solutions
 - Quarterly **focus lists**, weekly and monthly highlights
 - Bi-annual **State of the Business** sessions for all employees
 - **Surveys:** Feedback after employee forums, to get a pulse on site initiatives, and annually to review all communication tools

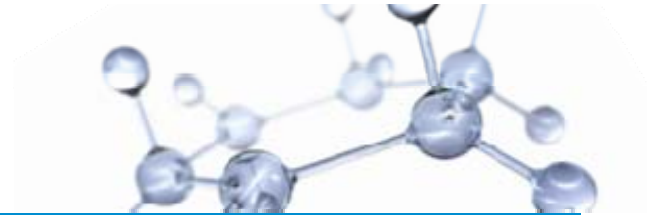
Forging Connections



- Recognizing the value of community partnerships
 - TEAMS/ACE/ExC!TE/Junior Achievement -- Providing the opportunity for young employees to volunteer and get involved within the community where they work
 - Continuous partnership with LCA to tackle workforce development initiatives and find opportunities to introduce young people to STEM (science, technology, engineering, math) fields.
 - Open House – Opening the doors to employees' families to increase workplace pride



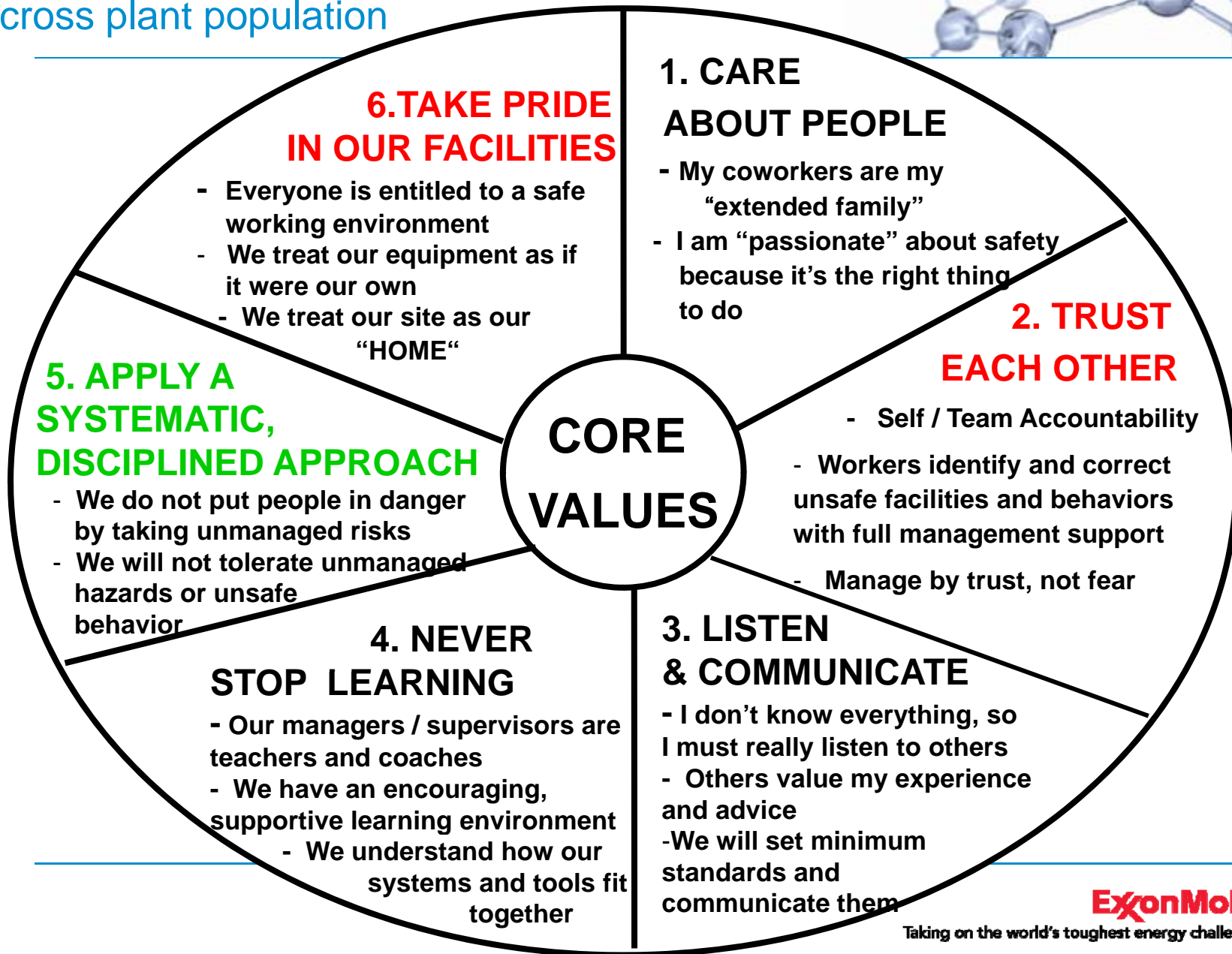
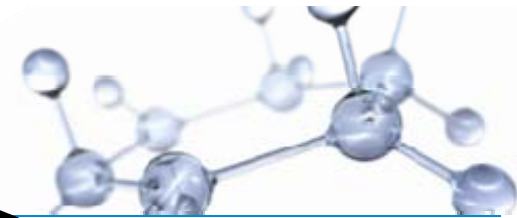
Forging Connections



- Integrating the technology that our workforce wants and to help us work more efficiently
 - Data visualization
 - Change from MOC paper procedures to electronic procedures
 - Upgrading digital communications (Blackberry's, etc.) for engineers
 - Automated operator care systems installed on field equipment



Results: Integration of Core Values across plant population



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