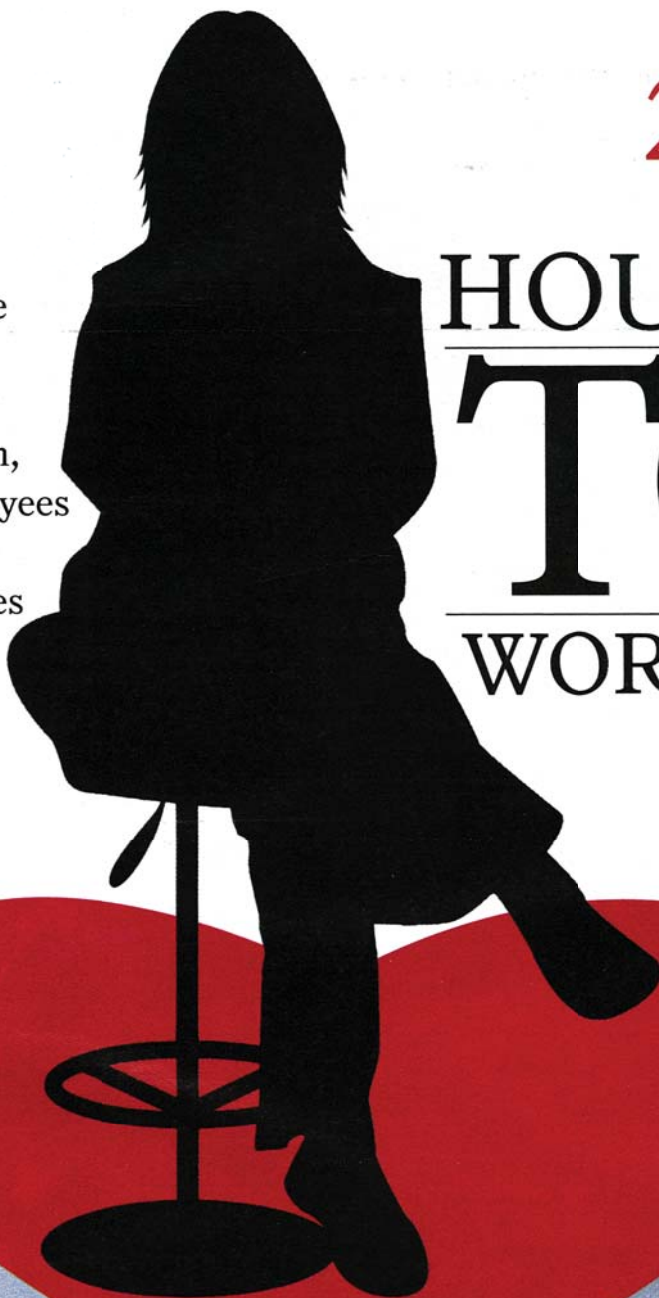




2011

HOUSTON'S  
TOP  
WORKPLACES

How would you rate your workplace? In our latest survey asking that question, thousands of employees weighed in. Inside, see which companies came out on top.



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# A winner extends its reign



BRETT COOMER : CHRONICLE

**'OPPORTUNITY AND RESPONSIBILITY':** There are lots of perks, but employees say that's only a small part of why they stay.

By **BRETT CLANTON**  
HOUSTON CHRONICLE

**T**HERE may be no such thing as a free lunch, but at Anadarko Petroleum Corp. there is a free flu shot.

Recently, an in-house doctor started at the top of the company's 30-story office tower in The Woodlands and over three weeks worked his way down, floor by floor, giving injections to nearly 1,900 employees at their desks — at no charge.

That perk helps explain why, for the second consecutive year, Anadarko was named best workplace among large companies in the Houston area by WorkplaceDynamics.

But the company, one of the world's largest independent oil and gas companies, offers employees more than free inoculations.

Workers can visit an on-site health clinic anytime they choose — whether they are sick and require a prescription or need an annual checkup — and they pay nothing.

A world-class fitness center, also free to employees and spouses, is open early and late and on weekends and offers personalized workouts and a host of exercise classes from yoga to Zumba.

Customized nutrition plans can also be built around offerings in the company cafeteria.

The list goes on, but executives and employees said the amenities and benefits are only a small part of what keeps them working at Anadarko.

They describe an environment unencumbered by bureaucracy, where hard work is rewarded, the best ideas rise to the top and employees have opportunities to advance and work on a variety of projects.

"The sense of opportunity and responsibility you're given here is phenomenal," said Guillermo "Bill" Martinez, a general manager at Anadarko who previously worked at Exxon Mobil Corp. and the former Burlington Resources.

Anadarko grew significantly with the 2006 acquisitions of Kerr-McGee and Western Gas Resources. A string of recent exploration successes, not only in the Gulf of Mexico and onshore in the U.S., but in Brazil, Mozambique, Ghana and Sierra Leone, has also expanded its global footprint. Today, the company has nearly 4,800 employees worldwide, up from 3,300 at the end of 2005.

The Woodlands headquarters consists of a skyscraper and a smaller high-rise building on a tree-lined campus with a pond at the center and that is itself a recruiting tool.

Bretani Heron, a recent college graduate hired as a geologist this summer, said she found a welcome contrast to other oil companies she had interviewed with.

"I can tell you it was a completely different atmosphere walking into Anadarko," she said.

Joe Toups, assistant controller, said the company works hard to integrate new people quickly and give them tools to advance.

In the finance department, for instance, new workers spend two years getting to know different functions of the division, from investor relations to corporate auditing, by working three months or more in each.

Such programs, along with the quality of work life and competitive pay, give the company an edge on many rivals in retaining people.

Anadarko's annual attrition rate is 5 percent, compared with the 9 percent industry average, said Julie Struble, vice president of human resources.

Perhaps more surprising is that more people didn't leave the company after the Deepwater Horizon disaster in the Gulf of Mexico in 2010. Anadarko had a 25 percent stake in the BP well that blew out, killing 11 workers and launching the nation's worst oil spill.

The company's stock price plummeted amid fears it could be hit with billions in liability, and many employees saw their bonuses disappear. But Anadarko set up an alternate incentive plan called Focus to keep employees on task amid the crisis.

In October, Anadarko agreed to pay BP \$4 billion to settle claims arising from the Gulf disaster, finally removing the cloud that had hovered over the company since the accident.

"I will tell you that from the beginning of that event until the end, our core values guided us, and I think they guided us well," Anadarko CEO James Hackett said. ❤️

TOP WORKPLACES

**Quotable**

Excerpts from employee responses to the statement, "I love my job because ...":

**AmCap Mortgage**

"I get to help people with their dream of becoming a homeowner."

**American Alloy Steel**

"I am given the freedom to perform my work with the knowledge my decisions will not be overruled unless my decision is in violation of company policy. All employees are given the authority to perform their duties and make any necessary changes in order to meet the customer's requirements. While we are not a small concern, we operate as a family. Most employees stay with the company, which results in a very low turnover rate."

**Southwest Infronti**

"I'm in the center of the action. I get to interact with all types of individual personalities, whether it be with staff or customers."

**Plains All American Pipeline**

"I love my job because it is challenging. I like the fact that every pipeline system is different."

**Anadarko Petroleum Corp.**

"Every day at work is a good day. We are scientists and explorers who actually get to test our hypotheses regularly. My team and I convert chaos into logic, the abstract into reality and the uninterpretable into prospects, thus providing the world with a continuing supply of natural resources that are in such high demand by humanity."

**Accenture**

"The people working at Accenture are amazing. ... I love having a global position and working daily with wonderful people around the globe. I love having the flexibility to work from home. My pay and benefits suit my lifestyle. My team is very efficient and innovative. I feel appreciated by my peers, my key stakeholders and by everyone I come in contact with at Accenture."

**Cyberonics**

"I love what I do, and I do make a difference in helping people with epilepsy."

**Cornerstone Mortgage Co.**

"I get to help people make their dreams come true."

**Shell Federal Credit Union**

"I love to help people who are having financial issues and get them to get out of debt."

**Children's Assessment Center**

"We have a genuine team approach to addressing solutions to challenges presented. I feel that I am contributing to the healing process of children and families."

**EnerVest**

"The benefits are the best in the industry, especially the 100 percent paid medical. You don't see that anywhere. EV is a growing company, and I see lots of opportunities in the future. I have the most admiration for the owner of the company, John Walker. He is truly a genuine good person, and you can see that in his attitude towards others. He treats everyone the same, from the file clerk to VP. He's friendly and absolutely a genius for business."

# HAVING THEIR SAY

Thousands of Houston-area employees have spoken, and the result is the Chronicle's Top Workplaces special section. Besides that section, see related stories on **PAGES D4 AND D6**.



**BMC Software**

"Great people, great industry, fast-paced, nimble. Houston is so much more affordable than Silicon Valley."

**Linn Energy**

"There is no 'That's the way we do it here.' I have the opportunity to contribute my ideas in an environment where creativity is celebrated and my ideas are taken into consideration as we grow and structure our tools and processes."

**Christus Health**

"I enjoy the opportunity to serve in a faith-based organization."



**TWIN WIN:** Julie Struble, from left, Bob Gwin, Jay Hawkins and Christina Ramirez check out the two awards — Top Ranked Large Employer, and Top Leadership Large Employer — that Anadarko Petroleum won at the Top Workplaces 2011 Awards Gala.

**Capital One Financial Corp.**

"If I have ideas to help my department run more efficiently, I am encouraged to put my ideas into production. This is the only company I have ever worked for that I feel like I can make a difference, and daily procedures do not come from the top down. The focus on community service, including financial literacy, providing housing to low-income families, etc., makes me proud to work for such a great company."

**EOG Resources**

"EOG has given a lot of thought to putting together a team of quality people ... not only in what they do professionally, but a team of individuals with strong morals and character. The old-timers are mentors to the youth and very open to learning the new technology from the new generation. It is a never-ending cycle of learning."

**My Fit Foods**

"We help people lose weight."

**Kinder Morgan**

"It is secure. Our head count does not fluctuate with the economy or commodities."

**Francesca's Collections**

"I love my job for multiple reasons. We have fantastic buyers in all of our departments, so I feel confident when I'm talking to a client about a product. The benefits are amazing. I like getting to help someone complete their look, which could be meeting the boyfriend's parents to just hanging out with their friends."

**Deer Park ISD**

"I have a positive impact on the growth and learning of children."

**Noble Energy**

"It's outdoors, the scenery is outstanding, wildlife breathtaking. I am paid well, people I work with are professional, courteous and more than willing to help me if I need it."

**Enterprise Products**

"My department is professional and easygoing. Half-day Fridays are a blessing!"

**Southwestern Energy Co.**

"I make a difference."

## SPECIAL AWARDS

WorkplaceDynamics selected 16 categories of special awards for companies that scored highly on employee responses to certain survey statements. Employees rated these statements on a seven-point scale, from strongly disagree to strongly agree. Excerpts of employee comments provide a glimpse into the various workplaces.

### LEADERSHIP, LARGE COMPANY

**James Hackett**  
CEO, Anadarko  
Petroleum Corp.

■ Sector: Oil and  
natural gas exploration  
and production

■ Headquarters: The  
Woodlands

■ Greater Houston  
employees: 1,891

■ Criteria: I have confidence in the  
leader of this company.



#### ■ Comments:

“Articulates his views, plans and values exceptionally well. Is a very impressive speaker who inspires confidence. Tells it like it is without the usual propaganda that people at his level are given to proclaim. Sincere, honest, trustworthy and intellectually strong.”

“Delivers a consistent message, and represents Anadarko and the industry well in the public eye.”

# ANADARKO IS

Honored to be recognized as one of the Houston Chronicle's Top Workplaces for the second consecutive year

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**Anadarko**  
Petroleum Corporation

www.anadarko.com NYSE: APC  
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