

Anadarko Petroleum Corporation Employee Benefits

Benefit	Cost	Details
401(k) Employee Savings Plan	1% to 30% of pay on a Pre-Tax and /or After-Tax Basis	<ul style="list-style-type: none"> • Company matches 100% of first 6% of employee contributions • Immediate vesting • Automatic enrollment at 6% • Multiple investment options available • Roth 401 (k) feature available • Financial Engines Investment Services which includes online investment advice or an option for more help with investment experts managing your account through Personal Asset Manager.
Retirement Plan	No Cost	<ul style="list-style-type: none"> • Personal Wealth Account - company contribution based on age and years of service • Minimum company contribution 5%, maximum company contribution 13% • Additional 4% contributed to Employee Savings Plan • Personal Wealth Account and 4% contribution 100% vested after three years of service
Medical Plan	Premiums deducted on a pre-tax basis	<ul style="list-style-type: none"> • Plan options based on residence zip code • High Deductible Health Plan, Standard Plans (PPO or EPO) • Pre-existing conditions are covered • Prescription drug coverage included • No lifetime maximum
Dental Plan	Premiums deducted on a pre-tax basis	<ul style="list-style-type: none"> • Plan pays 100% of preventive, 80% of basic, and 50% of major and orthodontia expenses • \$50 annual deductible for general dentistry (basic and major) • \$2,000 annual maximum per person • \$2,000 lifetime maximum orthodontia
Vision Plan	Employee Paid	<ul style="list-style-type: none"> • In and Out of Network coverage for exams and eyeglasses or contact lenses
High Deductible Health Plan (HDHP)	Premiums deducted on a pre-tax basis	<ul style="list-style-type: none"> • Meets IRS guidelines as qualified HDHP plan
Health Savings Account (HSA)	Contributions deducted on a pre-tax basis	<ul style="list-style-type: none"> • Participant in an HDHP may contribute up to \$3,050 for individual, \$6,150 for individual plus any family members; APC matches 1st \$750 for individual, \$1,250 for individual plus any dependents.

Employee Benefits Continued

Benefit	Cost	Details
Spending Accounts	Contributions deducted on a pre-tax basis	<ul style="list-style-type: none"> Health Care Flexible Spending Account - may contribute up to \$5,000 a year for IRS eligible expenses Dependent Care Flexible Spending Account - may contribute up to \$5,000 a year for IRS eligible expenses Limited Health Care Flexible Spending Account - participants in HSA may contribute up to \$5,000 a year for IRS eligible expenses
Employee Life	Company paid is 2x pay Employee paid up to 4x pay at age-related rates	<ul style="list-style-type: none"> Employee covered up to 6x base pay, not to exceed \$1,500,000
Dependent Life	Age-related rates for spouse	<ul style="list-style-type: none"> Spouse coverage of \$25,000, \$50,000 or \$100,000 Each dependent child is eligible for \$10,000 or \$20,000
Accidental Death and Dismemberment	Company paid is 1x pay	<ul style="list-style-type: none"> Employee paid coverage available in \$50,000 increments Maximum employee paid up to 10x base pay, not to exceed \$1,500,000 Spouse coverage at 50% of employee paid coverage Dependent child coverage at 10% of employee paid coverage, up to \$25,000
Extended Sick Leave/ Short Term Disability	No Cost	<ul style="list-style-type: none"> Integrated with PTO program; provides salary continuation for serious illnesses
Long-term Disability Plan	No Cost	<ul style="list-style-type: none"> Monthly payments equal to 66.67% of base pay up to \$35,000 per month
Holidays		<ul style="list-style-type: none"> New Year's Day Good Friday Memorial Day Independence Day Labor Day Thanksgiving(2) Christmas Day Two Floating Holidays designated by Company
Work/Pay Schedule	No Cost	<ul style="list-style-type: none"> Regular, full-time Houston area/Denver office employees in participating departments have the option to work a 9/80 schedule. Employees are paid bi-weekly.
Employee Assistance Program (EAP)	No Cost	<ul style="list-style-type: none"> Unlimited telephone consultation provided by counselors 24 hour a day, 7 days a week Up to 8 free in-person counseling sessions, per person, per problem, per year
Adoption Assistance		<ul style="list-style-type: none"> Qualifying expenses for the adoption of an eligible child are reimbursed up to a maximum of \$5,000 per child
Education Assistance		<ul style="list-style-type: none"> Reimbursement of 100% of the cost of all approved courses plus books up to \$7,500 per year – \$5,250 non-taxable, \$2,250 taxable
Auto / Homeowners Insurance		<ul style="list-style-type: none"> Opportunity for group discounted rates for personal lines insurance including auto and homeowners.