

ANADARKO PETROLEUM CORPORATION EMPLOYEE BENEFITS

Employee Savings Plan [401(k)]	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 3% • 36 investment options available • Roth 401(k) feature available 									
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 (See enclosed Medical Plans Comparison Chart) • Pre-existing conditions are covered • Prescription drug coverage included 									
Dental Plan	Premiums deducted on a pre-tax basis Employee Only - \$9/month Employee + Child(ren) - \$15/month Employee + Spouse - \$15/month Employee + Family - \$25/month	<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) • \$1,500 annual maximum per person for preventive and general dentistry • \$1,750 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 									
Spending Accounts	Health Care Spending Account Dependent Day Care Spending Account	<ul style="list-style-type: none"> • Funded with pre-tax payroll deductions • Reimburses up to \$5,000 a year for each Spending Account 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 \$1.20/month for \$10,000 or \$2.40/month for \$20,000 of child coverage	<ul style="list-style-type: none"> • Spouse is covered for \$25,000, \$50,000 or \$100,000 • Each dependent child is covered for \$10,000 or \$20,000 									
Accidental Death	Company paid is 1x pay Employee Paid is \$.035/\$1,000 (w/out dependent coverage), or \$.05/\$1,000 (with dependent coverage)	<ul style="list-style-type: none"> • Employee paid coverage available in \$50,000 increments • Maximum employee paid is 10x base pay, not to exceed \$1,500,000 • Spouse is covered at 50% of employee paid coverage • Each dependent child covered at 10% of employee paid coverage, up to \$25,000 									
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 									
Extended Sick Leave/ Short Term Disability	No Cost	<ul style="list-style-type: none"> • Integrated with PTO program; provides salary continuation for serious illnesses (See enclosed PTO brochure) 									
Paid Time Off (PTO) Program		<ul style="list-style-type: none"> • Combines time off for vacation, personal/family illness and other personal needs (See enclosed PTO brochure) 									
Holidays		<table style="width: 100%; border: none;"> <tr> <td>New Year's Day</td> <td>Independence Day</td> <td>Christmas (2)</td> </tr> <tr> <td>Good Friday</td> <td>Labor Day</td> <td>Floating Holiday designated by Company (1)</td> </tr> <tr> <td>Memorial Day</td> <td>Thanksgiving (2)</td> <td></td> </tr> </table>	New Year's Day	Independence Day	Christmas (2)	Good Friday	Labor Day	Floating Holiday designated by Company (1)	Memorial Day	Thanksgiving (2)	
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Work/Pay Schedule		<ul style="list-style-type: none"> • Regular, full-time Houston area/Denver office employees in participating departments have 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 related problem, per year 									
Adoption Assistance	No Cost	<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 									
Credit Union		<ul style="list-style-type: none"> • Member Source Credit Union - Available to all full-time employees • Offers wide range of services including checking accounts and affordable loans at competitive rates 									