



COMPETITIVE COMPENSATION

Once you join Hilcorp, you become part of an elite, performance-driven team. Our employees work hard not only because they believe in our mission and values, but also because they have the opportunity to share in the rewards. At Hilcorp, we demand the best, but we recognize it, too.

Our compensation is competitive, and among the industry's best. Bonus plans are achievable for all employees, because we all contribute to the company's success. Hilcorp's unique and comprehensive benefits package is among the industry's best.

Among Hilcorp's Incentives and Opportunities:

■ Annual Bonus Program

Focused on our Core Value of Alignment, every employee's annual bonus is tied to companywide goals. During the last five years, every employee has earned, on average, a bonus of 35 percent of their base salaries, and every member of the Hilcorp team receives the same bonus percentage... We like to say "When Hilcorp wins, we all win," and we do.

■ Buy-In Incentive Program

We want our high-performing employees to stay. That is why Hilcorp offers employees the opportunity to build personal wealth over time by buying in to Hilcorp's operations. When our assets generate positive cash flow, our employees share in the returns.

■ Big Hairy Audacious Goals (BHAGs)

Every five years, Hilcorp sets lofty performance goals. Our most recent BHAG, Dream 2015, rewarded all employees, from the "pumper to the president," a \$100,000 bonus for doubling select company metrics over the course of 5

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The current program, Northbound 275, will reward performance with up to \$75,000 in 2020 for meeting companywide goals.

■ Hilcorp Giving Program

Hilcorp believes our employees know best how to help the communities where they live, work, and raise families. We empower employees to give back by establishing a \$2,500 charitable account for every employee to support their chosen 501(c)3 organization. Beyond that, Hilcorp will then match up to \$2,000 per year. To date, our employees have donated over \$18 million to their chosen charities.

■ Professional Development and Support

Once you're a Hilcorp employee, we want you to succeed right away, and for years to come. With so many ways to advance within the company, chances are good you'll find a way to do what you love. Hilcorp needs the best of the best to produce the nation's energy, and we provide opportunities at every turn for employees to innovate and advance their careers within the company.

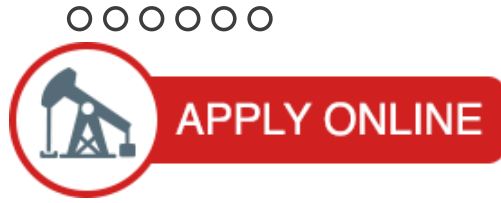
Professional development tools Hilcorp offers to employees:

- Training opportunities
- Mentoring
- Job rotations

■ Hilcorp Scholarship Fund

Hilcorp recognizes that the education of our youth is one of the greatest investments we can make. That is why the Hilcorp Scholarship Fund was established in 2010 for the children or dependents of Hilcorp employees. Applicants who meet the program's requirements (based on grade point average and proof of enrollment) are awarded \$5,000 per year. To date, Hilcorp has awarded over \$1.1 million to the children of Hilcorp employees.





Our Core Values

INTEGRITY – “DO THE RIGHT THING”

URGENCY – “ACT TODAY, NOT TOMORROW”

OWNERSHIP – “WORK LIKE YOU OWN THE COMPANY”

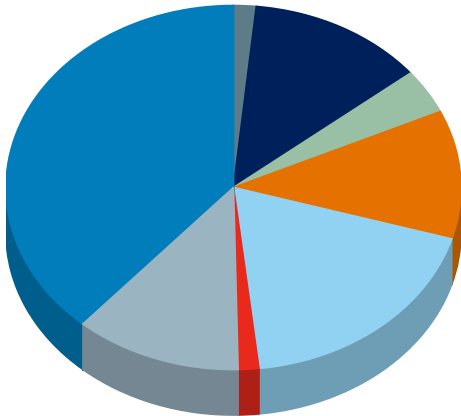
ALIGNMENT – “WHEN HILCORP WINS, WE ALL WIN”

INNOVATION – “GET BETTER EVERY DAY”

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EXPLORE ENERGY!



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The Hilcorp Giving Program has distributed more than \$18 Million to non-profit organizations across the US.

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