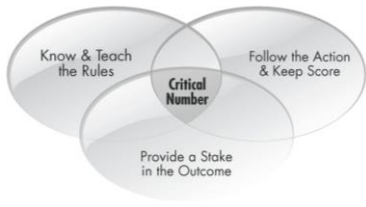


# Intentional Stake in the Outcome

## Designing Short, Mid & Long Term Rewards



### Our Future SiO



Short Term


MiniGames  
Recognition  
Community Relations  
HealthCare  
EAP  
Flexible Spending Acct  
Empl. Emergency Fund

MiniGames  
Recognition  
Community Involvement  
HealthCare  
EAP  
Health Savings Acct  
Hilcorp Helping Hands

Mid Term


Annual Bonus Plan  
w/Quarterly Payouts

Annual Bonus Plan  
w/Quarterly Payouts

HealthCare

HealthCare

[Childcare]

Hilcorp Giving Program

Top Gun Program

5 Year BHAG Bonus  
(Dream 2015, Northbound 275)

Long Term


ESOP

Buy In Program

401k Match

401k Match

Tuition Reimbursement

Mentoring/Training

[Student Loan Repayment]

Scholarship Fund