

NEWFIELD FOUNDING PRINCIPLES

TALENTED EMPLOYEES

Talented Employees are the base on which Newfield Exploration was founded in 1988. "Team Newfield" comprises the best and brightest talent our industry has to offer. Their creativity and commitment are key to our success.

FOCUS

We are focused on distinct geographic regions where our people have a competitive advantage. Our assets are more alike than different, allowing us to effectively shift people and capital to our highest return areas.

BALANCE OF EXPLORATION AND ACQUISITIONS

Our growth has come through the proven expertise of finding and developing hydrocarbon resources through the drill bit. Additionally, select acquisitions have accelerated entry into new geographic areas.

EMPHASIS ON TECHNOLOGY AND TEAMWORK

Since our beginning, we have coupled major-company technology with the mindset of an independent. By investing in the latest technologies, we give our people the tools they need for success.

MINDSET OF AN INDEPENDENT

As an independent, we are singularly focused on the discovery and development of hydrocarbon resources. With this focus, we have flexibility and can make decisions quickly to capture attractive opportunities.

CONTROL OF OPERATIONS

We prefer to operate our activities and control our operations. We typically have a high working interest and operate the majority of our production.

EMPLOYEE OWNERSHIP

Owners make the best employees. We reward and encourage employees through equity ownership and incentive compensation based on both company and individual performance.

