

We believe our employees are at their best when they're healthy, happy, fulfilled and secure.

Living Well, Working Well

COMMITTED TO A HEALTHY WORKPLACE CULTURE

Devon's commitment to do the right thing begins and ends with the people who work here. We seek to accomplish development goals in our work of course, but this also extends to life itself.

Since Devon formally stepped up its employee wellness efforts in 2009, the company has seen a positive shift in the overall workplace health culture. Employees not only engage in a variety of wellness programs and amenities at Devon, their healthier lives reflect these programs.

Because employee wellness is such a high priority, the company maintains an all-encompassing online Wellness Portal that offers employee incentives for participating in a variety of wellness activities. So many employees surpassed the annual incentive goal that an Overachievers' Club was created to recognize employees' efforts and encourage them to continue their healthy habits.





Fitness, nutrition and wellness

In addition to the Wellness Portal's health challenges, Devon offers top-of-the-line wellness centers in Oklahoma City and Calgary, Alberta, both named the Well. The facilities, available to employees and their families, are equipped with cardio and strength-training equipment, group fitness studios and locker rooms. Staff members are available to provide employees with fitness, nutrition and wellness consultation and more.

For those outside of Oklahoma City and Calgary, Devon offers a field fitness subsidy to reimburse employees and families for membership fees at local fitness centers where they live and work.

Higher standard of care

In 2013, Devon established a near-site medical clinic called The Doc in Oklahoma City for employees and their families. In collaboration with the Oklahoma City-based OU Physicians Group, the clinic is dedicated to providing a higher

standard of care through reduced wait times and increased attention. This includes a patient-centered team that coordinates care tailored for the individual employee or family member.

Development opportunities

Devon has a strategic objective to attract, develop and retain the talented people we need to meet the wide range of needs in our business. We provide career development opportunities for all employees, which, in many cases, has enabled us to fill many open leadership positions from within.

We make a point to know our employees' career aspirations and achievements, education, training and job preferences. This helps us identify future leaders and support them in reaching their development goals, making Devon a great place to work not only for a good job, but for a fulfilling career.

We encourage our employees to create individual development plans with career goals in mind. Plans

typically include two or three key development areas and activities such as training, practice with coaching and feedback, special on-the-job assignments and projects, and even new job assignments.

Healthier and happier

Devon's commitment to our employees' work/life balance also includes an Employee Assistance Program, which offers free confidential assistance to employees and their families who may need help dealing with a wide variety of life's challenges affecting health, relationships and/or job effectiveness.

With more than 88 percent of employees participating in wellness activities throughout 2015, Devon has seen a tremendous improvement in employees' health. Employees are healthier and happier, which leads to a more focused, more productive and more satisfied work force, while Devon reaps the benefits of lower health care costs and higher employee retention rates.

