

# PIIONEER

NATURAL RESOURCES

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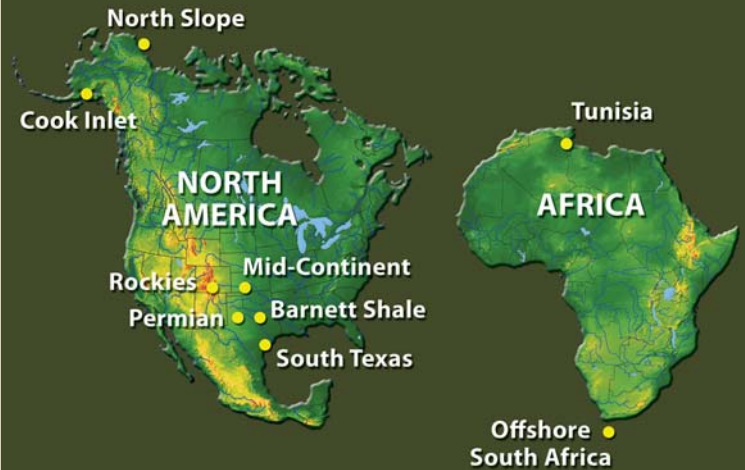
NYSE:PXD

## Our Goal

Our goal is to offer an enjoyable, challenging and rewarding environment for the professionals we employ. Pioneer is known as a company with the technology of a major and the spirit of an independent.

## What makes Pioneer different?

The opportunity to have impact! With a small but dedicated professional staff, everyone is an impact player. Each member of our multi-disciplined teams is a contributor, not just a number, and professional growth is ensured by meeting the challenges of our projects.



Alaska - Oooguruk Island

## AT A GLANCE

Enterprise value	\$6 Billion <sup>1</sup>
Proved reserves	960 Million BOE <sup>2</sup>
Employees	1,800+
Operated wells	9,400+

1) as of 06-30-09

2) as of 12-31-08

## What kind of people are we looking for?

We look for:

- Independent thinkers whose work will impact the near and long-term future of the Company
- Those who thrive on challenging assignments and get satisfaction from a job well done
- Leaders as well as followers

## What is an engineer's role at Pioneer?

The engineer is a key member of any field development project where teamwork, communication and interaction are vital to achieving success. Pioneer fosters an environment that provides professional, technical and personal growth for its engineering specialists.

## Engineering Training and Development Program

As a summer intern, you will observe and participate in field operations, solve real problems and make a true contribution to the goals of the Company. For entry-level engineers, Pioneer's training program offers exposure to engineering problem-solving skills, project design, and most importantly, project implementation. In conjunction with the in-house technical development program, which involves working in each of the engineering disciplines within the organization, you will attend industry-related schools to further enhance your technical skills. During this period you will rapidly progress to the point where you are responsible and accountable for increasingly challenging assignments. If you are interested in developing a balance of business and technical skills, Pioneer might be the right company for you.

ENGINEERING



# A Unique Learning Experience

You will have the opportunity to be on location for a wide variety of oil field operations such as drilling, completions, stimulations, facilities development and gas processing, while interacting with engineers, consultants, technicians and field personnel.

Each summer Pioneer leads the engineering interns and new full-time hires on a field orientation of our various domestic properties. The trip is intended to identify the geologic reservoir and production characteristics of each field and to develop a comprehensive understanding of Pioneer's domestic operations. The trip begins with an orientation in the Las Colinas and Denver offices and continues to Pioneer's core domestic assets, including:

- Trinidad - Coal bed methane field in Southern Colorado
- Permian - Spraberry Trend near Midland, Texas
- Pawnee - Deep gas reservoir near Corpus Christi, Texas

Not only is the trip designed to be a learning experience, it allows the interns to get to know each other and Pioneer employees in an informal environment. In the past, participants have enjoyed views from the Spanish Peaks in Colorado, box seats at the Colorado Rockies and Texas Rangers games, as well as a few attempts to eat the famous 72-ounce steak in Amarillo, Texas. Meals, lodging and transportation are provided throughout the trip.

I have worked for Pioneer the past two summers. I enjoyed taking what I learned while working in the field in South Texas last summer and applying it to my projects this summer at the corporate office. Everyone I have worked with is always willing to help me.

Vanessa Blaine - Intern, South Texas



My internship with Pioneer has not only fostered me along my first steps into the oil and gas industry, but has also allowed me to hone existing skills and to gain many new skills in working with engineering experts on impacting projects. The welcoming people and the friendly atmosphere all add to an amazing summer experience!

Stephanie Wang - Intern, Gas Processing



Pioneer's diverse asset portfolio and the opportunity to get directly involved in the Company's operations made interning in Trinidad an easy choice. I was exposed to actual engineering problems and helped create solutions.

Daniel Abrahams (right) - Intern, Southern Colorado with Marc Shatzer, Pioneer Well Services Engineer.



As a completions engineer, I have been exposed to many challenging tasks that have required working with people in a range of professions. I immediately noticed Pioneer's strong value for teamwork and communication among employees from the outset.

Steven Cobb - Intern, Permian Completions



## Areas of Opportunity

### Project Areas

- Risk Analysis
- Field Development Planning
- Depletion Planning
- Reservoir Surveillance
- Production Optimization
- Workover Identification
- Drilling Programs

### Internships

#### Field

- Midland, Texas
- South Texas
- Trinidad, Colorado

#### Office

- Dallas, Texas
- Denver, Colorado
- Anchorage, Alaska

Our engineering intern program allows the interns to work on challenging engineering projects, while gaining valuable experience by working with some of the top engineers and field staff in our industry. During the past two years, our acceptance rate for return internships has exceeded 85%, which is a testament to the success of our program.

Ray Flumerfelt - Engineering Advisor

**Pioneer Natural Resources USA, Inc. is an Equal Opportunity Employer.**

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