

AT HEART, A GOOD FEELING

BENEFITS PROMOTE EMPLOYEE WELLNESS; CULTURE PROMOTES COMMUNITY OUTREACH

When asked what makes Pioneer so special, employees said: *This job has met or exceeded the expectations I had when I started.*

Pioneer Natural Resources USA is the steadiest of our steadfast.

It's been a Top 100 company every year since the contest's inception, and it's been in the top three on the large-company list for the last four. This is its second consecutive year as No. 2.

The first year of the competition was 2009, in the depths of the recession. Pioneer entered to see if it was as good as it thought it was.

"We place great emphasis on our culture and thought we were doing well," says Tim Dove, president and chief operating officer. "But we wanted a more structured method to measure how we rated with employees and get feedback on how we could do better."

Every year since, it has helped set the standard for area employers, and every year that bar moves higher.

Pioneer offers flextime options; a comprehensive wellness program, including gym facilities and medical insurance discounts; and an on-site healthy lunch for Dallas employees.

Those are some of the reasons Pioneer draws a crowd when it has job openings. Dove expects to hire 200 more people by the end of the first quarter, from engineers and geologists in Dallas to maintenance jobs at its drilling sites.

But its corporate heart is at the heart of Pioneer's culture.

This year it stepped up its support of Dallas Area Habitat for



From left: Maria Bonilla, Bill Hannes and Mylan Tran exchange high-fives after winning a horseshoes competition during the city of Richardson's Corporate Challenge.

Humanity with a three-year commitment to buy lots, demolish dilapidated houses, build homes and complete refurbishment projects, Dove says.

At the company's annual Pioneer 100, employees test their creativity by building miniature race cars made entirely of food items as part of its United Way fundraising and benefiting Meals on Wheels.

It co-hosts the Dallas CASA Classic golf tournament, which raised more than \$1.3 million this

Nikki Burnett (pointing), Hector Bello (center) and Karroll Vaughn analyze a computerized reservoir image at the corporate offices of the oil and gas company.

year for Dallas Court Appointed Special Advocates, a nonprofit organization that helps neglected and abused children have a voice in court.

This feel-good culture has employees feeling good about where they work.



PHOTOS BY G.J. MCCARTHY/STAFF PHOTOGRAPHER

Pioneer Natural Resources employees love their jobs because:

"As a younger team member, I feel that I contribute to important decisions and my ideas are not taken lightly solely because of my age and seniority level."

"Being honest and having integrity is very important to me. Pioneer stresses this along with safety for employees and our families. I think that is awesome."

"Challenging, rewarding."

"Every time I feel that I might get to a plateau of challenging work, a new opportunity presents itself."

"Fair balance between work and personal life with a compressed workweek."

"I have never worked for a company that was really family-oriented like Pioneer. If I need time with my family, I can talk to my foreman and he will make it happen."