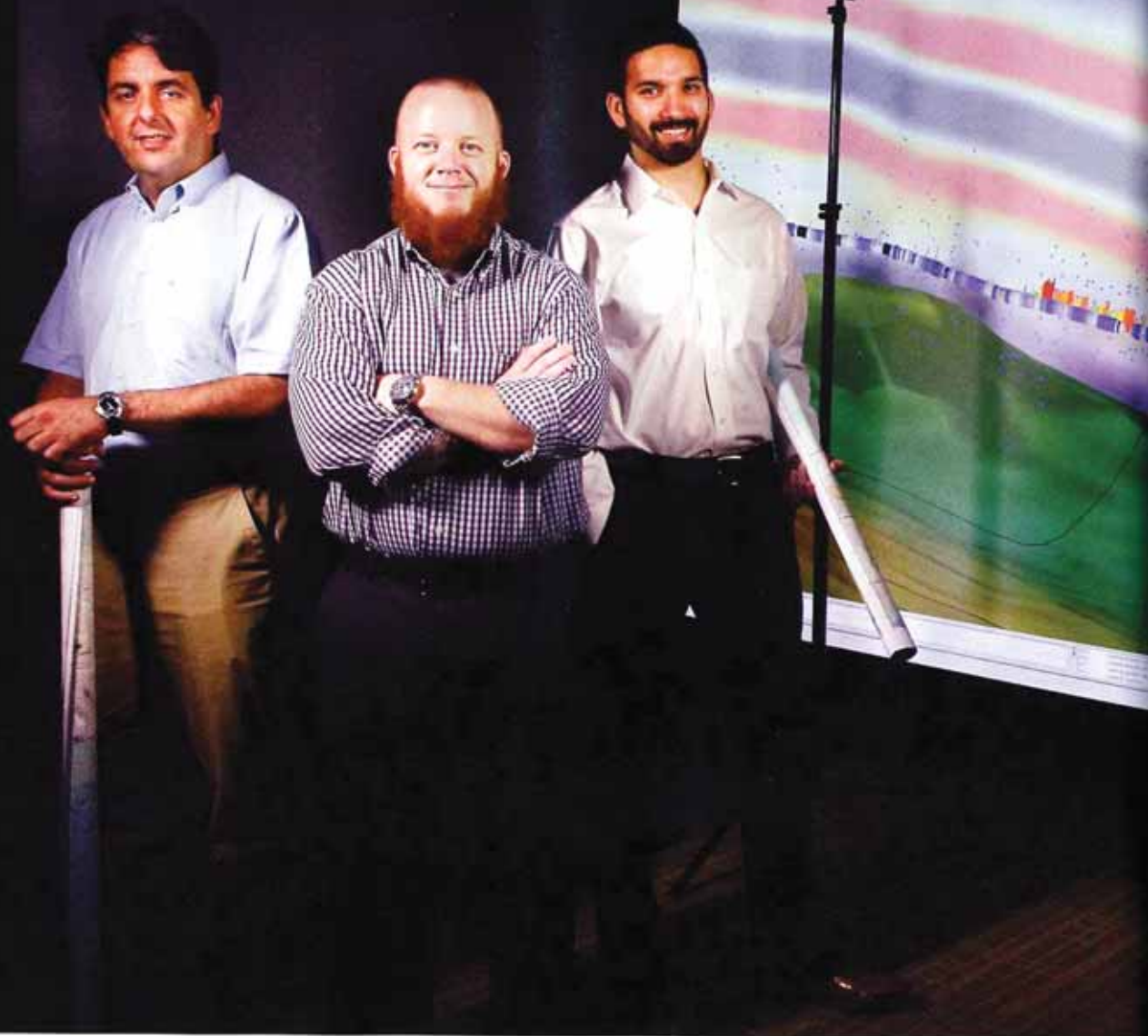


# BENEFITS BY THE BARREL

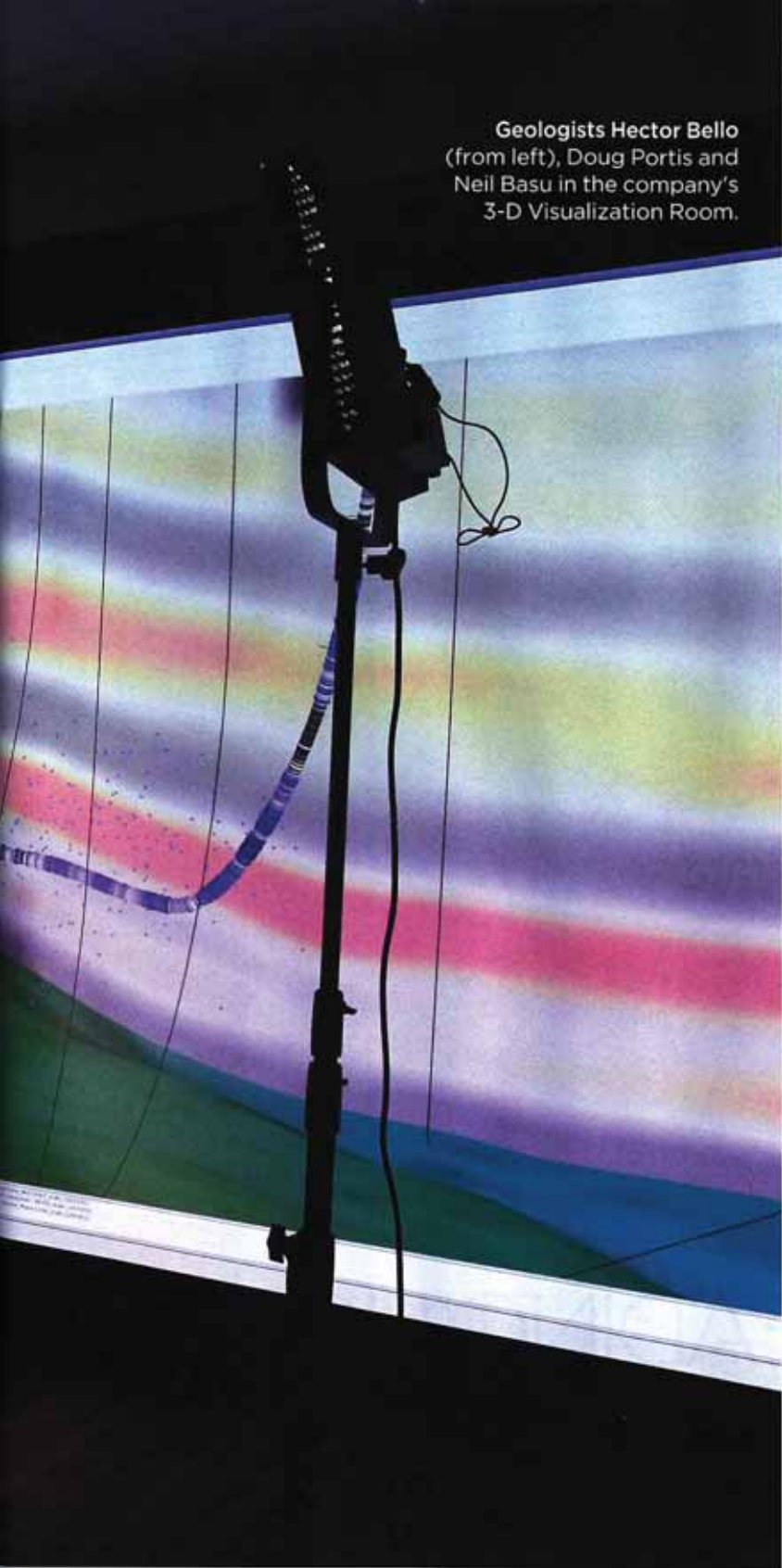


**Pioneer Natural Resources employees say they love their jobs because:**

"Everyone shares in Pioneer's success. Training is important and made available at every level."

"The people I work with are great people with strong ethics and generous hearts."

"We have the best senior leadership in the industry, and our stock price reflects that."



Geologists Hector Bello (from left), Doug Portis and Neil Basu in the company's 3-D Visualization Room.

## NO. 2 LARGE COMPANY WINNER PIONEER NATURAL RESOURCES USA INC.

FLEX TIME, HEALTHY LUNCHES  
AND A 401(K) 'TWO-FER' KEEP  
WORKERS PUMPED UP

**P**ioneer Natural Resources USA Inc. has successfully ridden the wave of energy demand by outfitting its 3,200 U.S. employees (832 in Dallas-Fort Worth) with a dandy benefits surfboard.

Talk about consistency. Pioneer is a four-peat winner of our Top 100 competition, and this is its third appearance in the Top Three of large companies.

"Pioneer has a long history of maintaining a culture of mutual respect and trust where employees can thrive and make a meaningful contribution to the company's success — both in business and in the community," says Scott Sheffield, chairman and chief executive. How does it do that? Flex time, a comprehensive wellness program that includes two on-site gyms, medical insurance discounts and healthy lunches at the Irving offices. Its annual bonus and restricted stock grant program is calculated and presented to all employees.

And employees take pride in the independent exploration and production company's history of industry achievements. Pioneer built an island off Alaska to drill and operate wells there and is the first independent to operate on the North Slope.

One of the company's most popular benefits is its two-fer: For every dollar employees invest in their 401(k)s, the company kicks in a \$2 match — up to 5 percent of the employee's annual qualified salary.

To top it all off, flex hours allow most employees to work a compressed week that gives them Friday afternoons off.

As for hiring, Pioneer hired 275 people in Dallas the last year and plans to hire more in the upcoming months — mostly field workers in Midland area, where the company is enjoying robust drilling growth, Sheffield says.

"It will be a challenge to find the experience we need, but Pioneer's culture, reputation, and competitive pay and benefits will allow us to execute our staffing plan."

"Great benefits, great environment, great people."

"This is the best company I have ever worked for. There is no drama, management cares, and the compensation is wonderful."



# TOP LARGE COMPANIES

In our survey, large companies are defined as those with 500 local employees or more. The top 30, as ranked by workers:

Rank	Name	Headquarters	Description	D/FW locations	D/FW employees
1.	The Container Store	Coppell	Storage and organization retailer	7	922
2.	Pioneer Natural Resources USA Inc.	Irving	Oil and gas exploration and production	1	832
3.	Gaylord Texan Resort & Convention Center	Nashville, Tenn.	Resort and convention center	1	1,771
4.	Park Place Dealerships	Dallas	Luxury auto dealership group	9	1,422
5.	Encompass Home Health	Dallas	Home health care services	10	562
6.	Cook Children's Health Care System	Fort Worth	Hospitals and health care system	50	4,832
7.	PrimeLending, A PlainsCapital Co.	Dallas	Mortgage lending	17	618
8.	Cash America International Inc.	Fort Worth	Financial services	67	935
9.	Texas Health Resources	Arlington	Hospitals	13	21,124
10.	The American National Bank of Texas	Terrell	Bank	26	556
11.	Chesapeake Energy Corp.	Oklahoma City	Natural gas exploration and production	5	910
12.	Denbury Resources Inc.	Plano	Oil and gas	1	622
13.	Raising Cane's Chicken Fingers	Baton Rouge, La.	Restaurants	17	707
14.	Forest Park Medical Centers	Dallas	Hospitals	2	700
15.	Interstate Battery System of America	Dallas	Wholesale/retail distribution	2	602
16.	MetroPCS Communications Inc.	Richardson	Wireless telecommunications company	14	783
17.	Omni Hotels & Resorts	Irving	Luxury hospitality company	5	1,427
18.	AmerisourceBergen Specialty Group	Frisco	Specialty pharmaceutical distributor and services	1	908
19.	LQ Management LLC	Irving	Hotels	19	743
20.	McAfee Inc.	Santa Clara, Calif.	Digital security	1	1,086
21.	Monitronics International Inc.	Dallas	Security and protection	1	721
22.	Huffines Auto Dealerships	Plano	Auto dealership	8	651
23.	The Sheraton Dallas Hotel	Dallas	Hotel	1	550
24.	Mesquite Independent School District	Mesquite	Primary/secondary schools	55	5,000
25.	Ernst & Young LLP	New York	Assurance, tax and advisory services	3	1,590
26.	Accenture	New York	Consulting/technology/outsourcing	1	1,535
27.	Dal-Tile Corp.	Dallas	Building materials	12	675
28.	Children's Medical Center of Dallas	Dallas	Hospitals and health care	3	5,695
29.	CBRE	Los Angeles	Full-service commercial real estate	3	1,734
30.	Baylor Health Care System	Dallas	Hospitals	15	19,000

LEARN MORE about the Top 100, including the companies' human resources websites. [dallasnews.com/top100](http://dallasnews.com/top100)