

# BENEFITS HIGHLIGHTS

## REWARD OPPORTUNITIES

<b>Annual Bonus Plan</b>	Annual monetary award opportunity based on company and personal performance.
<b>Savings and Retirement Plan</b>	<p>Employees may contribute pre-tax, Roth and catch-up contributions.</p> <p>Devon makes a contribution of 8% of eligible earnings without an employee contribution required.</p> <p>In addition, Devon matches pre-tax and Roth contributions up to 3% until year 5 of employment, then up to 6%.</p>
<b>Long Term Incentives</b>	<p>Annual Long Term Incentive Grant opportunity based on individual performance and LTI practices at the time of grant.</p> <p>Vesting typically occurs in increments of 25% per year for 4 years.</p>
<b>SPOT Award</b>	Special recognition opportunity for which payment amount varies.
<b>Founders' Bonus</b>	An annual tradition and token of appreciation for employees.

## WELLNESS

<b>Employee Medical Premium</b>	Zero-premium approach for all employees and eligible dependents.
<b>Medical/Prescription Drug</b>	<p>Coverage starts on hire date.</p> <p>High deductible health plan offer (PPO+)</p> <p>Fertility coverage for eligible medical and prescription drug expenses (\$20,000 lifetime maximum).</p> <p>Digital health solutions for weight management, diabetes, musculoskeletal, blood pressure and support with fertility, pregnancy and parenting offered at no cost.</p>
<b>Health Savings Account</b>	<p>The HSA is a triple tax-advantaged account to pay for qualified medical, dental and vision expenses.</p> <p>Devon will contribute up to \$2,500 annually.</p>
<b>Dental</b>	Delta Dental coverage offered, combines Delta's PPO and Premier networks.
<b>Vision</b>	Administered by VSP, two plan options: Basic and Premier. Both cover WellVision exams.
<b>Short Term Disability</b>	Employer paid, provides income replacement for up to 26 weeks for non-occupational illness or injury.
<b>Long Term Disability</b>	Employer paid, long-term income replacement (60%) due to an extended disability.
<b>Basic Employee Life</b>	Employer paid life protection, 2x salary up to \$1 million.
<b>Basic AD&amp;D</b>	Employer paid AD&D, 2x salary up to \$1 million.
<b>Supplemental Employee Life</b>	Option to purchase supplemental coverage.
<b>Spouse Life</b>	Option to purchase coverage for eligible spouses.

<b>Child Life</b>	Option to purchase coverage for eligible dependents.
<b>Supplemental AD&amp;D</b>	Option to purchase supplemental employee and family coverage.
<b>Dependent Care FSA</b>	Reimbursement of pre-tax dollars up to \$5,000 annually for qualified dependent care expenses.
<b>Telehealth and Medical Options</b>	24/7 telemedicine service for non-emergent medical care through MDLive.
<b>Mental Health Services</b>	<p>Confidential counseling and/or coaching, 10 sessions per year per family member through Lyra Health.</p> <p>Guaranteed care available within a week.</p> <p>Digital mental health library, caregiver search support.</p>
<b>Financial Wellness Services</b>	Unlimited access to financial experts and online tools free of charge.
<b>Near-site Primary Care</b>	OKC campus clinic provides acute care, physical therapy and behavioral health services. Available to Field employees through telehealth services.
<b>Onsite Fitness Center</b>	<p>OKC campus state-of-the-art, on-site fitness center.</p> <p>Discounts to local fitness centers for field employees through Well on Target.</p>

## ADDITIONAL BENEFITS

<b>Paid Time Off</b>	Devon offers 160 to 240 hours per year based on employee's age.
<b>Holidays</b>	Devon recognizes 9 paid holidays and 1 floating holiday per year.
<b>Flexible Work Hours</b>	A schedule of 9/80 is offered in OKC, while working 9 hour days and receiving every other Friday off.
<b>Paid Family and Medical Leave</b>	Provides employees with up to 160 hours of paid time offer per calendar year for parental leave, care of family member, bereavement and compassion leave.
<b>Adoption Assistance Program</b>	Reimbursement up to \$10,000 per eligible child; lifetime maximum benefit of \$20,000.
<b>Matching Gifts Program</b>	Devon matches up to \$10,000 per year for eligible charitable giving.
<b>Training and Development</b>	Devon is committed to training and development throughout the organization.
<b>Tuition Reimbursement</b>	Devon provides employees the opportunity to continue their professional development by providing a reimbursement amount of \$5,250 per year.
<b>Parking</b>	Devon offers parking at the Oklahoma City Devon Parking Garage at no cost.
<b>Employee Relief Fund</b>	Designed to provide short-term assistance to employees experiencing severe financial need due to unexpected and unavoidable emergencies.