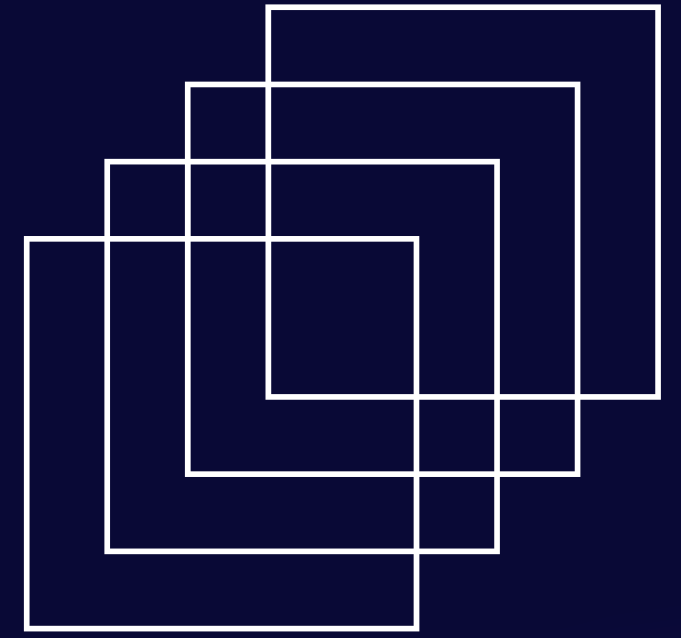




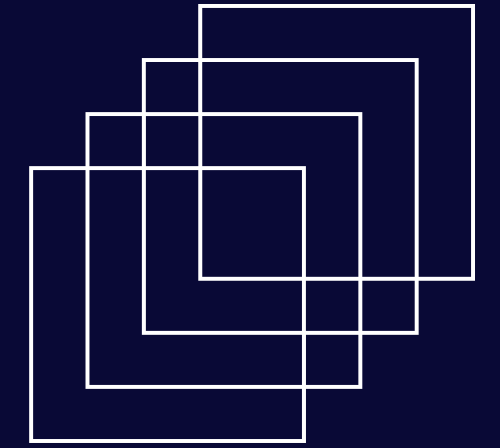
Anthropont
The Human Bridge



Skilled Based Talent Management Best Practice Sharing



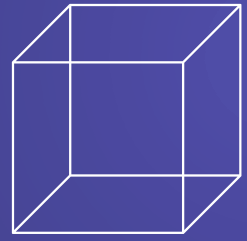
Current Challenge



- The ability to Attract, Retain and Develop is heavily impacting Oil and Gas/Energy companies, especially in the skilled trades area
- The Great Resignation costs US businesses over \$1 Trillion in 2022
- 67% of US based employees plan on changing jobs in 2023
- Skilled trades is not viewed as attractive for Next Generation workers which furthers current shortage
- Not enough engineers are graduating to fill those retiring (1 to 4 ratio)
- By 2025, 27% of the workforce in the US will be Gen Z workers
- Main stream and social media unfairly paint the Oil and Gas industry negatively
- Great Crew Change is starting to take place now with other generations challenging current culture under pressure from 4 different generations soon to be 5
- EWTC Annual Meeting Feedback - Talent is in the top 3 challenges companies face and impacting revenue today

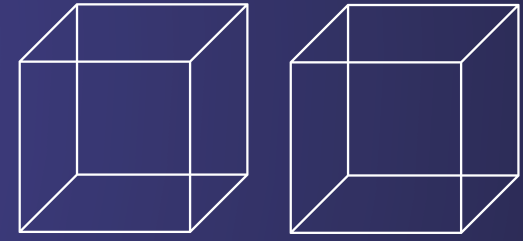


Solutions



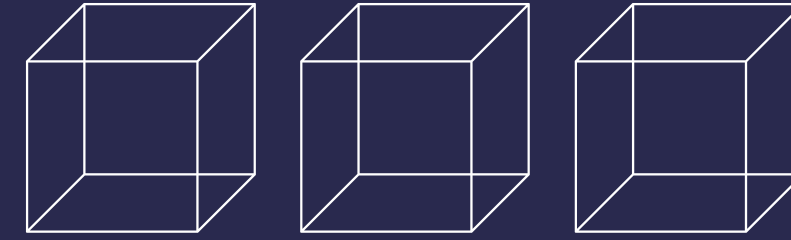
Solution 1

- Review your Employee Value Proposition messaging and articulation of Company Purpose to see how that resonates with potential and future employees - particularly Next Generation talent.



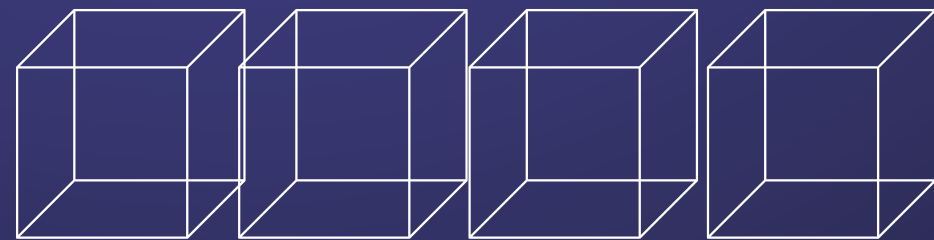
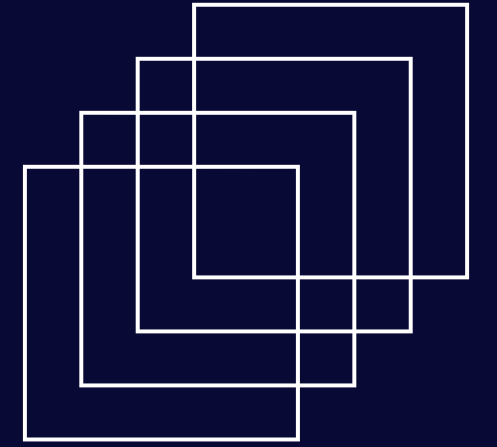
Solution 2

- Leverage EWTC work on industry wide value proposition and talking points in how we can better tell our story as an industry.



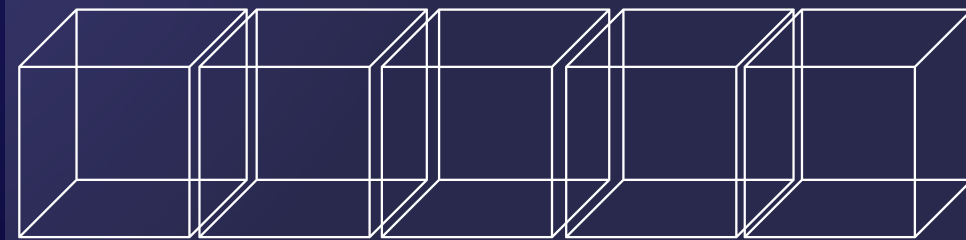
Solution 3

- In-House Development programs with input from current and potential employees to include apprenticeships, partnering with local high schools, and other “Earn while you Learn” programs that eliminates barriers and builds loyalty.



Solution 4

- Clear Skills Based Career progression and demonstrated tie to compensation

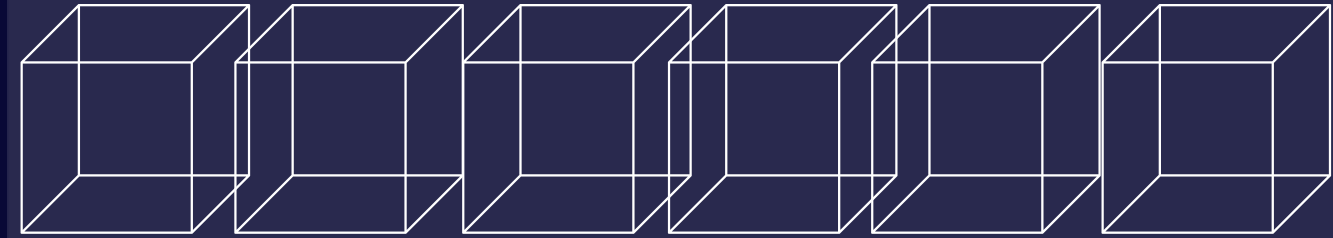
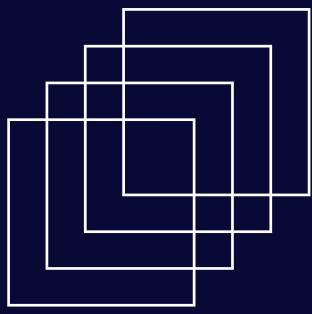


Solution 5

- Expand use of applied technology to enhance the employee experience and perception of the company during the whole life cycle

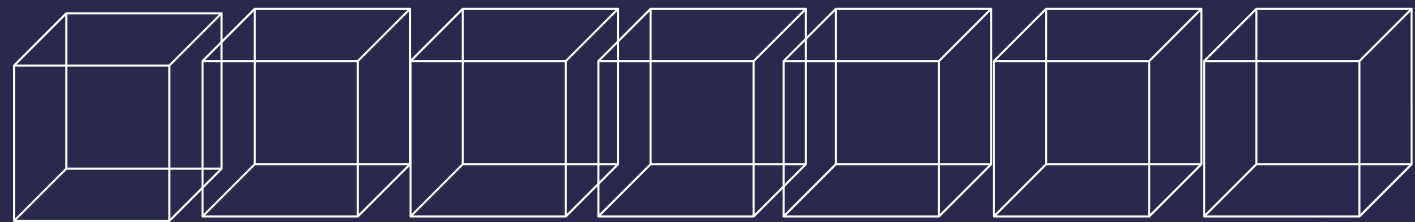


Solutions



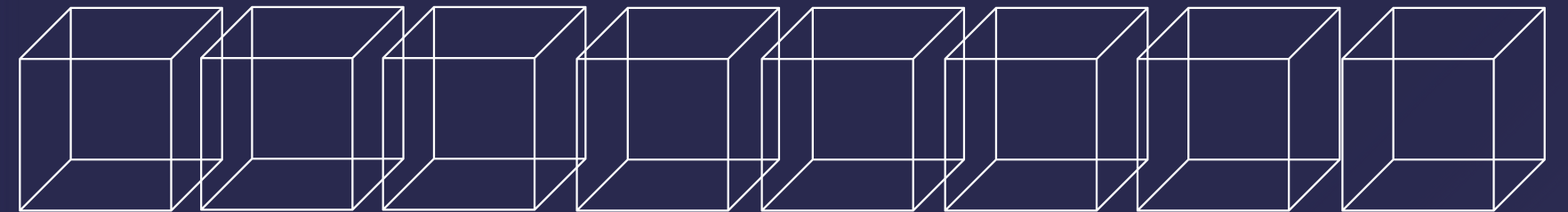
Solution 6

- Review current policies and practices through the lens of multiple generation perspective to provide as much flexibility as possible, even in manufacturing and field service roles



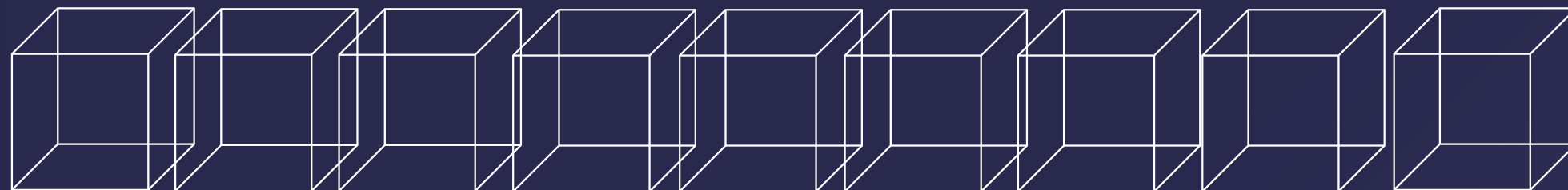
Solution 7

- Expand DEIB (heavy focus on Belonging) to foster stronger connections and engagement, creating a culture where everyone can make positive impacts and do the best work of their lives



Solution 8

- Understand drivers and cost of turnover to help focus priorities and impact to business and financial results



Solution 9

- Start with biggest pain point to pilot solutions with a broad cross functional team including from operations. Reevaluate at 6 months to demonstrate outcomes, return on investment and application to other areas