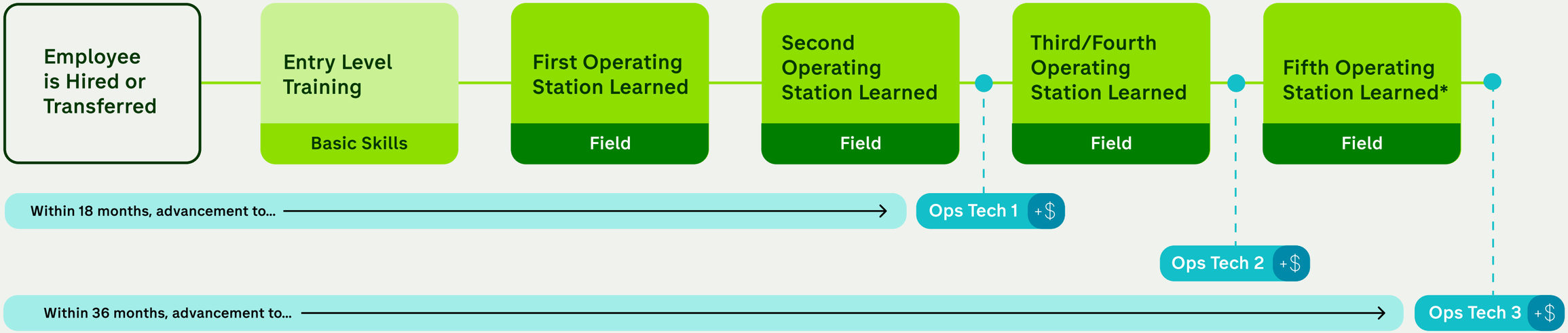
Proposed Whiting Progression Map - Operating Technician

Employees will learn and qualify on five* operating stations to become a fully qualified Operating Technician 3. For new hires, this process is expected to take approximately 36 months and provides a clear and structured path to build skills and advance in their careers.



Minimum Expectations

Employees receive operating station assignments within their complex.

Employees qualify on their operating station assignments and advance in their progression and pay after learning the second, fourth and fifth operating stations.

Employees will regularly rotate through their assigned operating stations.

Unlike today's 5 year rate progression, under the proposed progression it is anticipated that employees would become fully qualified and receive their top rate of pay within 3 years.

*Coking complex will only require four operating stations to become fully qualified

September 2026