

In Conclusion

For Amoco to continue its success in the years ahead, we all must participate more fully in achieving our business goals and strategies. Amoco Performance Management is a process for us to work together to do that. It is built on the key principles of:

- Business Driven;
- Mutuality;
- Consistency; and
- Communication.

Amoco Performance Management is participative—encouraging mutuality on an ongoing basis. It represents an important change in our philosophy—a change which can only make us a stronger and more successful organization over time. It consists of three elements:

- Defining;
- Developing; and
- Reviewing.

These are brought together in a continuous cycle of performance improvement and development and are driven by our business goals.

Making Amoco Performance Management work effectively means that all of us must be involved in:

- Understanding the philosophy behind Amoco Performance Management, what it is, and how it operates;
- Knowing what our roles are in using Amoco Performance Management successfully; and
- Demonstrating our commitment and involvement in implementing Amoco Performance Management.

(continued)

Our process is evolving. Over the next few years, we all will learn more about using Amoco Performance Management as a powerful tool to accomplish our business plans and maximize employee development. Your personal participation in Amoco Performance Management is the starting point for our success as we learn and grow together.