

MINORITY RECRUITING PROGRAM

The Human Resources minority recruiting program is part of a corporate effort to hire highly qualified HR Professionals. This program supports Amoco Corporation's minority recruiting goals and guidelines as outlined in the "Ten Point Program". Some of the more significant points of the program that impact the Human Resource department are as follows:

- ! Each major Amoco department will establish specific recruiting goals for minorities and females.
- ! Experienced minority and female candidates will be hired to fill selected openings to assist in attaining our recruiting and upward mobility goals.
- ! The number of minority summer internships will be increased with emphasis placed upon developing meaningful Summer work. Our expectation is to make all qualified interns permanent offers of employment.

In support of this, the HR department has a number of programs in place. Program objectives and implementation steps are outlined below:

Internships--Provide a pool of potential college new hires that have had an opportunity to gain work experience at Amoco, while at the same time, provide the company with an opportunity to view their work performance.

INROADS -- Provide an ongoing source of qualified minorities that Amoco will have the opportunity to select and develop, over a four year period, into potential permanent employees who have the qualifications to meet Amoco's needs.

- ! Make a commitment to hire an INROADS student from the candidates in the talent pool for four summers; then consider that student for permanent employment upon graduation from college.
- ! Work with the INROADS staff to develop, implement, and monitor a career development plan for each intern sponsored.
- ! Provide a business advisor who will counsel the student, once a month on a year round basis, and offer guidance in adjusting to the college curriculum and the job.

Presence on Campus--Establish a close working relationship with faculty and students that will contribute to the goal of hiring top quality students.

- ! Visit prospective minority recruits on campus, preferably prior to recruiting sign up dates. This can be structured around a presentation about the company and a social hour appropriate for the campus being recruited.
- ! Entertain selected faculty for lunch or dinner during recruiting or other campus visits. This provides an excellent forum to discuss recruiting candidates, particularly minorities. This also presents an opportunity to gain information about potential minority candidates for special programs, e.g. summer interns, scholarships, cooperative education, etc.
- ! Meet with or make presentations to minority campus organizations related to the field of business.
- ! Attend special presentations for Amoco foundation contributions or other Amoco gifts, e.g. fellowships.
- ! Invite selected faculty and students to work locations to view the Human Resources Department at work.

Financial Assistance -- Through the use of Amoco Foundation grants and department operating funds, increase the awareness of both faculty and minority students towards Amoco, strengthen the Human Resources programs at the university level, and attract highly qualified minority students to work for Amoco. Presently, Amoco offers two minority fellowships, one is at Purdue University and the other is at the University of Illinois-Champaign. They both cover tuition and pay a monthly stipend to the students. Recommendations for candidates are obtained through the faculty and staff.

Over the last few years, Amoco has also been committed to offer internships to 15 minority students (not all HR) from the University of Illinois in support of their President's Leadership Program.