

# PIIONEER

NATURAL RESOURCES

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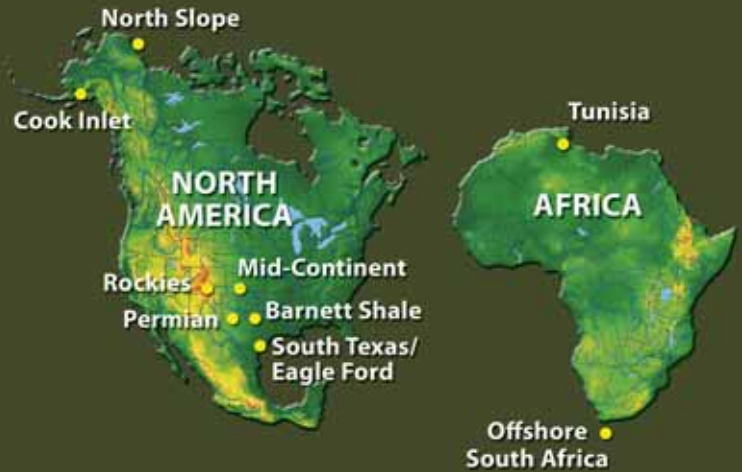
NYSE:PXD

## Our Goal

Our goal is to offer an enjoyable, challenging and rewarding environment for the professionals we employ. Pioneer is known as a company with the technology of a major and the spirit of an independent.

## What makes Pioneer different?

The opportunity to have impact! With a small but dedicated professional staff, everyone is an impact player. Each member of our multi-disciplined teams is a contributor, not just a number, and professional growth is ensured by meeting the challenges of our projects.



## AT A GLANCE (as of 8/13/10)

|                  |                  |
|------------------|------------------|
| Enterprise value | \$9 Billion      |
| Proved reserves  | 899 Million BOE* |
| Employees        | 2,000+           |
| Gross wells      | 10,400+          |

\* as of 12-31-09

## What kind of people are we looking for?

- Independent thinkers whose work will impact the near and long-term future of the Company
- Those who thrive on challenging assignments and get satisfaction from a job well done
- Leaders as well as followers

## What is a landman's role at Pioneer?

The landman is a key player in any exploration/development project or as a member of an asset team, whether securing new acreage or negotiating critical contracts. Pioneer fosters an environment that provides professional, technical and personal growth for its landmen.

## Land Training and Development Program

As a summer intern, you will observe field operations, solve real problems and make a true contribution to the goals of the Company. Specifically, land interns will gain exposure to courthouse/abstract examination, title and environmental due diligence, drilling prospect preparation, surface owner contact and damage settlement and contract briefing. You may also attend industry-related schools to further broaden and enhance your technical understanding. During this period, you will rapidly progress to the point where you are responsible and accountable for increasingly challenging assignments. If you are interested in developing a balance of business and technical skills, Pioneer might be the right company for you.



PETROLEUM LAND / ENERGY MANAGEMENT

# A Unique Learning Experience

You will have the opportunity to be on location for a wide variety of oil field operations such as drilling, completions, stimulations, facilities development and gas processing, while interacting with engineers, geoscientists, technicians and field personnel.

Each summer Pioneer leads the engineering/land/geoscience interns on a joint trip for a field orientation of our various domestic properties. The trip is intended to identify the geologic reservoir and production characteristics of each field and to develop a comprehensive understanding of Pioneer's domestic operations. The trip begins with an orientation in the Las Colinas and Denver offices and continues to Pioneer's core domestic assets, including:

- Trinidad – coal bed methane field in Southern Colorado
- Permian – Spraberry Trend near Midland, Texas
- Eagle Ford – deep shale gas reservoir near Corpus Christi, Texas

Not only is the trip designed to be a learning experience, it allows the interns to get to know each other and Pioneer employees in an informal environment. In the past, participants have enjoyed views from the Spanish Peaks in Colorado, box seats at the Colorado Rockies and Texas Rangers games, as well as a few attempts to eat the famous 72-ounce steak in Amarillo, Texas. Meals, lodging and transportation are provided throughout the trip.



Pioneer embodies everything I look for in a company when choosing where to work. The summer went very smoothly, and the experience I have gained is something that I will never forget.

Matt Schaefer - Intern, Gulf Coast Division Land

I was introduced to "real-world" situations and scenarios, and that hands-on experience was, and will continue to be, a valuable tool for developing into a landman.

Lisa Guisinger - Intern, Permian/Mid Continent Land



I was grateful for the opportunity to intern at Pioneer and to experience the great work environment the Company provides before I entered the job market.

Daniel M. Pender - Landman

As an intern at Pioneer, you will be given technical assignments that will have a direct impact on project results. Your involvement with leasing campaigns, surface use negotiations, meetings with landowners and discussions with technical experts provide an invaluable experience.

Yaroslav Andrus - Landman, Western Division Land



Pioneer's summer interns gain valuable experience because they are put into situations where they must deliver results that contribute to the bottom line. Also, our program allows them to have great access to more than just one asset team and/or discipline, as well as visiting their respective field operations. Our summer field trip gives the intern a broad overview of our important Company operations, while interacting with other disciplines to strengthen their industry knowledge and broaden their industry network.

Eric Fry – Director, Negotiations

**Pioneer Natural Resources USA, Inc. is an Equal Opportunity Employer.**

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