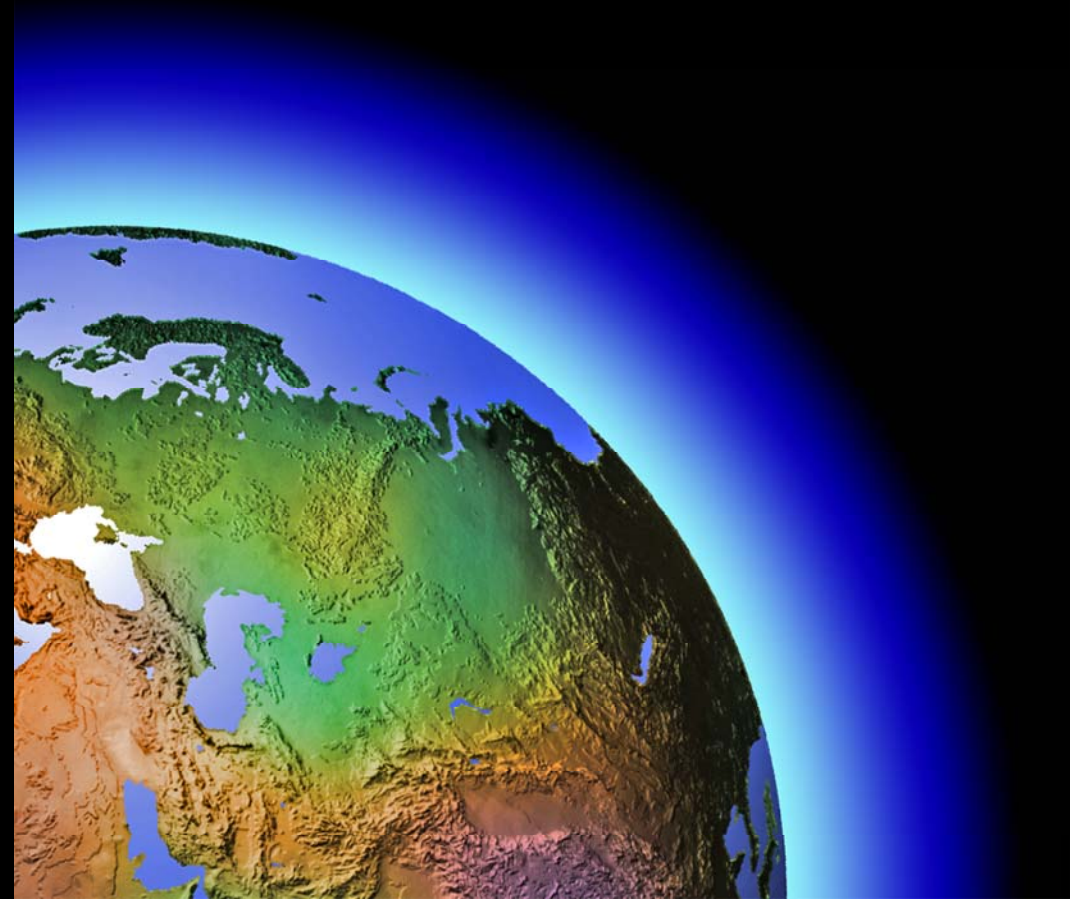


The Global Skills programs will be conducted by Sunita Singh Maclaren from World Wise, Inc., a firm specializing in developing and implementing cultural strategies for business. Ms. Maclaren, who has worked with a variety of oil and gas companies has also provided cultural programs to Marathon expatriates, business teams and management.

Global Skills Training

*Global diversity is a competitive advantage for Marathon.
We believe diversity is not a project we will complete,
but the way in which we will compete.*

Marathon
living our values



What participants are saying about Global Skills Training...



The Global Skills program I attended was outstanding. I think the class improved everyone's appreciation of ethnic and cultural differences and how awareness and appreciation of those differences or, lack thereof, can impact interpersonal relationships and team productivity and team performance. Most of the discussion is based on substantial experiences of the instructors, class participants and recent business case histories. I highly recommend the program.

Jerry Howard,
Corporate Affairs



I attended this session believing that I would gain a better understanding of the culture of the countries in which we audit, however what I gained was much more valuable, an insight into the cultures of my own staff.

Diane Olson,
Corporate Auditing



The Global Skills workshop provided a unique opportunity to gain valuable knowledge about other cultures where we live and operate. Working in an international environment, the skills we learned were interesting, but more importantly should improve our effectiveness. This was time well spent.

Dan Sullenbarger,
Corporate Responsibility



I was pleased to see the Company taking the initiative to bring employees together to discuss experiences. Any information we share to better understand how our business partners perceive and act will always serve to further our relationships and ultimately, our returns.

Shaun Benesch,
Internal Audit

As a global corporation, Marathon is committed to educating employees on concepts of intercultural communication and building intercultural relationships. With globalization comes the challenge of working with different people, with diverse cultures, and perspectives.

Eileen Campbell and Willie Stanfield

Diversity and Human Resources will offer the following Global Skills programs. Participants will gain practical skills and knowledge to help work through cultural challenges and barriers in the work place and the community.

Global Skills Overview

(2.5 hours)

Target Audience: Employees in Houston working on U.S. projects

Description: Broaden participants understanding of the effect of globalization on our business and how it will impact us in our teaming environment. Familiarize participants with concepts of intercultural communication, relationships and team skills for business success. This course is intended to highlight challenges and opportunities employees working on global teams may encounter, regardless of their geographic location.

Employees will receive either a VTA announcement to sign up for the class or a meeting notice from their Manager.

Global Skills Overview programs will be held in the Houston Tower July 18, 19, 20, August 1, 2, 3, and 8th.

Global Skills for International Business Teams

(4 hours)

Target Audience: Managers/Supervisors who have daily interaction with international business teams

Description: Broaden International business teams understanding of the effect of globalization on our business and how it will impact their teaming environment. Familiarize International Business Teams with concepts of intercultural communication, managing relationships, problem solving, decision making and building lasting partnerships (strategic goals) for business success. **Global Skills for International Business Teams classes will be held in August and are scheduled directly with each team.**

Additional Global Skills Overview and Global Skills for International Business Teams courses will be scheduled in Houston later this year and next year based on organizational and/or employee need.

GLOBALIZATION