

**TESTIMONY OF
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VICE PRESIDENT, WASHINGTON OFFICE, EXXON MOBIL CORPORATION
BEFORE THE
COMMITTEE ON VETERANS' AFFAIRS
U.S. HOUSE OF REPRESENTATIVES
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Good morning, Chairman Buyer, Ranking Member Evans and Members of the Veterans' Affairs Committee.

My name is Dan Nelson. I am a Vice President of Exxon Mobil Corporation and the company's senior official here in Washington. I was a Marine Corps infantry officer for five and half years, including almost two years in Southeast Asia, and I am a graduate of the U.S. Naval Academy.

Like many in my company I have an advanced degree -- but, while I am sure that has been useful to me, I have always thought that the best preparation for my business career was matriculation at the School of Hard Knocks, the Marines. And, I've welcomed to opportunity to both work for and supervise any number of extraordinary veterans during my 30 years with ExxonMobil. I'm proud to have the opportunity to testify today about my company's efforts to recruit and support veterans, including disabled veterans.

Accompanying me here today is Ashley Dozier, a West Pointer, a veteran and a recent hire of ExxonMobil. Ashley will testify about her own experiences shortly.

ExxonMobil is the world's largest publicly traded petroleum and petrochemical company with operations in nearly 200 countries and territories on six continents. More than 30,000 of our 82,000 employees are based in the United States.

We actively recruit veterans through military placement firms and Service Academy Career Conferences, and the disabled through Career Opportunities for Students with Disabilities Conferences. Frankly, one of our most important recruiting tools - beyond the challenging and exciting careers we offer - is the reputation we have as an employer of choice for veterans. In the *GI Jobs* 2005 ranking, we were named as one of the Top 25 Military Friendly Employers because of our ongoing support of our reservists through our military leave policy.

Since September 2001, 89 U.S.-based ExxonMobil employees have been called to active duty in connection with the hostilities in Iraq and Afghanistan and in the U.S. Homeland Security operation. We recognize that military service requires sacrifices that are "above and beyond" by our employees and their families. That is why ExxonMobil policy exceeds the minimum requirements established by law.

Our military leave policy, which dates back to the First World War, includes the following basic provisions:

If an employee is inducted into or is recalled to full-time active duty with the United States Armed Forces, he or she qualifies for payment of the difference between their military pay and their Company pay for the period while on active duty.

Further, if an employee is called up in emergency situations for full-time temporary duty or military training that is not anticipated to exceed two months, employees receive full pay, offset by any military pay received.

Eligibility for and participation in ExxonMobil benefits continues for employees while on active duty based on the benefit plan status of the employee immediately prior to the military call-up. Examples of continued benefits include: 1) service credit for our retirement plan, which is fully paid for by the Company, 2) make-up of Company contributions to the savings plan upon employee return, 3) life insurance plans, 4) medical and dental insurance for both the employee and his/her dependents, and 4) payment for pending vacation credits.

There is no minimum Company service requirement to receive Company pay and benefits while on military leave.

But recounting our practices and policies doesn't really convey the story. Let me instead share with you the words of one of our employees recently called up to active duty.

Chris Napier, who works at our Baytown, Texas chemical complex, wrote an email to ExxonMobil management after standing down from his military call-up in 2003. Here's a brief excerpt:

"As a member of the U.S. Army Reserve, I was called to active duty on January 27th, 2003 in support of Operation Enduring Freedom. ExxonMobil was there to support me and my family 100% every step of the way. I remained activated for eight months until September 15. During this period, the military leave policy kept our health and dental plans available to my wife and children. I also received a pay differential that kept us from going under financially. This was a tremendous relief to know that my employer was backing me and taking care of my loved ones."

ExxonMobil is proud of our employees who serve in the armed forces, and our policies are in place to support them and their families.

I'd also like to point out that our support for veterans extends outside our own company. For example, we recently were very pleased to make a significant grant to the Intrepid Fallen Heroes Fund, which is constructing a rehabilitation center in San Antonio for members of the military who have been seriously injured and disabled.

Again, I wish to thank the Subcommittee for this opportunity to share a brief overview of our company's recruiting and military leave policies.