



Case Study

Phillips 66 is a leading diversified energy manufacturing and logistics company with \$49 billion in assets as of 2015.

Customer Challenge

Phillips 66 needed to increase the number of skilled technical talent to supplement its Union and Non-Union workforce in refinery locations Nationwide – many of which were in challenging locations.

Orion Talent's Solution

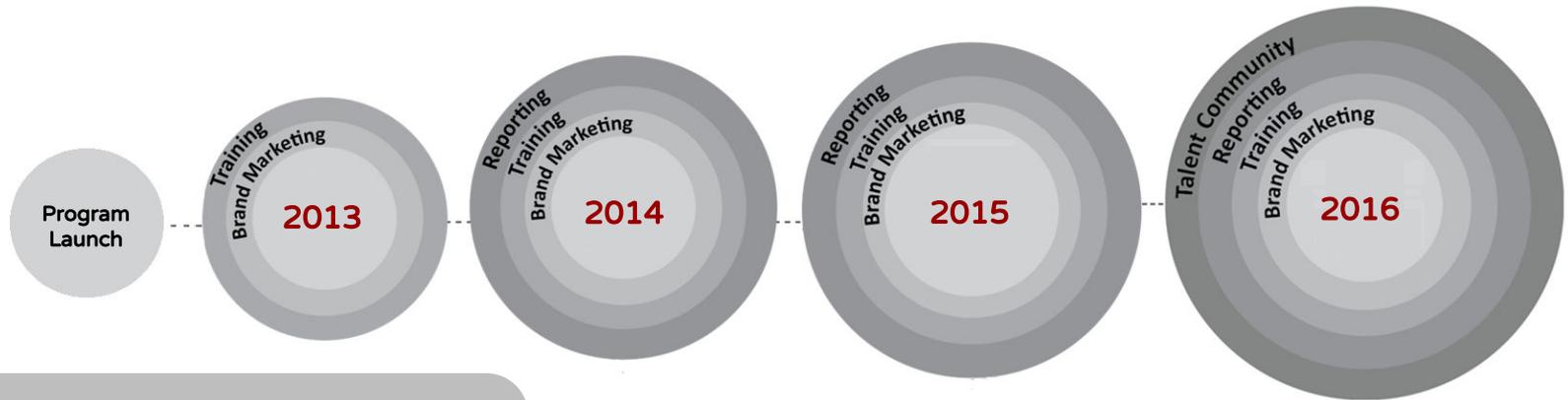
- Developed a business case for hiring Veterans based on the strong technical qualifications and training military technicians possess
- Created a site-specific recruiting plan that worked in conjunction with Union employment procedures
- Established a Veterans Employee Resource Group to assist in the onboarding process





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Phillips 66 MTP Evolution



Orion-owned steps in the process

- Create job descriptions
- Launch brand marketing & outreach campaign
- Create Phillips 66 specific training program
- Develop key metric reporting
- Sourcing & recruiting
- Conduct phone screens & create hiring plans
- Offer presentation & negotiation
- Background & drug screen checks

Results

- Military hires make up more than 30% of all technical hires at Phillips 66's U.S. refineries
- On-site hiring events helped each refinery leverage military talent across multiple job families
- Veterans Employee Resource Group helped Phillips 66 boost retention rates among Veteran hires during the past 4 years