

Compensation and Benefits Overview



At Canadian Natural, our New Graduates share in company success through one of the most competitive total compensation and benefits packages in the oil and natural gas industry. Employees at all levels participate in rewarding long-term incentive programs. See for yourself below!



Base salary

Competitive base salary



Extensive career development opportunities

- Informal mentoring to help you grow and succeed
- Employer subsidies available for job-related courses
- Access to online learning platforms for continuous learning
- Professional association membership fees covered



Stock Options upon hiring & Stock savings Plan

Stock Options are a valuable component of our total compensation package. Employees can contribute up to 10% of their salary into the Stock Savings Plan. The Company will also contribute 1.5x (150%) the value of the employee's contribution into the plan.



Annual Bonus

Performance Bonus: Cash Bonus

Stock Options Grant Bonus: Awarded as a number of stock options

Share Bonus Grant: Awarded as a dollar value towards purchase of CNQ shares



100% Employer Paid Benefits

- Extended Health Care
- Vision Care
- Dental Insurance
- Employee & Family Assistance Program (EFAP)
- Basic & Dependent Life Insurance
- Accidental Death & Dismemberment (AD&D)
- Health & Wellness Spending Account
- Short Term & Long Term Disability Benefits



Additional Benefits

Calgary and Field Office

- May be eligible for relocation pursuant to Canadian Natural's Relocation Policy
- Paid office closures during Christmas week
- Paid Fridays off in July & August
- Multiple volunteer opportunities within the community

Oil Sands and Thermal

- May be eligible for relocation pursuant to Canadian Natural's Relocation Policy
- Company Sponsored Fly-In/Fly-Out from Calgary or Edmonton, Alberta
- First-class camp facilities
- Multiple volunteer opportunities within the community

**All programs are subject to change at management discretion. Programs may vary by location.*