



Today, you stand at a crossroads. With a strong education behind you, you are ready to embark on the journey of a lifetime...your career. There are multiple roads before you, each leading in a unique direction. But with so many options, which path do you choose?

In your quest to find the right starting point for your career, we invite you to explore Dominion E&P. Here, you will find a world where opportunities abound in a variety of environments. From mountain peaks in the west to the rough seas offshore, Dominion E&P

can be found leading the way in exploration and production across the United States and Canada.

As you travel through the pages ahead, you will experience a small foretaste of the people, places and processes that comprise Dominion E&P. Ultimately, you will see a clear picture of a dynamic firm whose corporate culture is not defined by a narrow set of ideas, but rather by the diversity within the company itself.

A place to grow, to contribute, to achieve all that is possible

when driven by passion... that is

Dominion E&P.



B O N V O Y A G E !

"I greet you at the beginning of a great career. . ."

When Ralph Waldo Emerson wrote these words to Walt Whitman, he was addressing the innovative experimentation of a new American intellect. Don't be surprised to hear these words echoed by energy company executives, because that kind of new energy is exactly what we need today.

Some will tell you that the energy industry is in decline. Nothing could be further from the truth. Energy has played a key role in economic development worldwide, and there is no indication that demand for oil and gas will decline significantly in the foreseeable future.

There is no characteristic of the resource base itself that has prevented the industry from sustaining its growth. Even though most of the world's "traditional" oil and gas reservoirs may have been explored, energy industry growth in the future will rely to a great extent upon innovative thinking and experimental technologies as the share of unconventional resources in the energy mix increases.

Your skills and talents can make you part of that growth. Our need for human resources is as critical as our need for efficient management of physical resources. In short, it is a great time for new talent to be entering the oil and gas industry.

You may have heard that exploration and production companies are volatile ventures, subject to booms and busts. As you look through the following pages, you will discover the unique corporate culture that makes Dominion E&P a stable and long-lasting enterprise.

Our strategy balances low-risk onshore exploration and production with successful deepwater programs. Our diverse portfolio of operations extends into most of the major producing basins of North America: Gulf of Mexico, Gulf Coast, Permian, Rocky Mountains, Mid-Continent, Appalachia, Michigan, and Western Canada.

Because of this mix of conventional and unconventional assets – coalbed methane, fractured shale, tight sands, sour gas, traditional Appalachian, shallow and deepwater – you will also find that Dominion E&P is a great place to work for all geology, geophysical, land and engineering disciplines.

Some of our original land leases date from 1886 – a few short years after Walt Whitman praised petroleum exploration as one of "the triumphs of our time."

With these deep roots, Dominion Exploration & Production offers you a strong and secure growth potential for the future.



DUANE RADTKE President and CEO - Dominion Exploration & Production

Did you know?

Dominion E&P is among the top six independent energy companies in North America.



Dominion E&P has over 6 trillion cubic feet equivalent of natural gas and oil in proven reserves, which is enough fuel to heat 6 million homes for 15 years!



The Dominion E&P Culture: Passion, Diversity and Freedom to Excel

There is something uniquely appealing about an energy company that places a high importance on having its people "live with the assets." Maybe that's why Dominion E&P attracts people who aren't merely interested in working in oil and gas...they're passionate about it.

We attract the best and brightest individuals who yearn to make significant contributions to the company and industry at large. From the 20-year veteran with extensive industry experience to the recent college graduate bringing a fresh new perspective, we value the unique contributions of each employee. New ideas are welcomed and with our open door policy, each person has a "voice" that can be heard all the way up to the Chief Executive Office. As a result, thought leadership at Dominion E&P comes from all levels of the organization.



Dominion E&P also offers unique opportunities for self-starters. Our mentoring and development programs provide a fast track for new hires to become professional and technical experts quickly so they can jump right into projects. We give employees ownership of their projects and



also the freedom to experiment. Finally, we look out for our employee's long-term interests by encouraging them to explore their unique strengths and pursue paths within the company that will utilize those strengths and help them achieve their career goals.

We attract the brightest people by offering a dynamic work environment that rewards both individuality and teamwork.

Four Key Regions: Dominion E&P Business Units

The operating structure of Dominion E&P is divided across geographical boundaries - the East, the West, Canada and Offshore. While Dominion E&P is headquartered in Houston, Texas, each of the four business units has its own regional headquarters. These are located in Houston, Oklahoma City, Calgary and New Orleans.

Because each business unit has its own structure and management team, the people within them typically reflect the area's unique culture. This division also enables regional personnel to pursue relationships with local vendors and build strong local community ties.



Did you know?

From Jazz marches in New Orleans to sporting leagues in Calgary, our people have fun together in and out of the office.



We value thought leadership from all levels of the organization and our open door policy goes all the way up to the Chief Executive Office.



Our Asset Teams: The Core Difference

Ranging in size from five to 50 people, our asset teams are the core of our makeup. These teams are as diverse as the topography of the land on which they operate, and we embrace those differences. Their individuality is part of what gives Dominion E&P a small-company feel, despite the fact it is one of the largest exploration and production companies in North America.



I have worked for several majors and independents, yet I have never experienced a company culture such as the one at Dominion E&P. It is a true learning organization with many professional growth opportunities, and the enthusiasm and collaborative attitudes make coming to work fun.



ALISON WHITELEY
Managing Director
Planning & Engineering
Houston

While each of our four business units operates out of a regional headquarters, we believe our people should stay close to the assets they are exploring and developing. Asset teams within those regions frequently have their own field offices. This hands-on approach not only gives



team members the ability to work in close proximity to operational sites, but also allows each of the asset teams to develop

its own unique personality. So while the corporate offices in north Houston may be "all business," it would not be uncommon to find members of the New Orleans Onshore Asset Team hosting an after-hours crawfish boil in the park.



Interns and new employees have opportunities to explore different parts of the company.

EXPLORE

Nowhere is Dominion's diversity more apparent than in our Eastern Business Unit. Its teams span the country, from border to border. Each operating area has its own unique history and diverse portfolio of assets,

making a tour of the East an exciting journey in itself. From "gas factories" in the Northeast to new exploration in the South, the Eastern Business Unit is a powerful mix of steadfast tradition and dynamic change.

THE EAST



Eastern Business Unit: Diversity at its Best

With responsibility for all of Dominion's onshore oil and gas assets in the eastern United States, the Eastern Business Unit (EBU) is a reflection of the diversity found across Dominion E&P. More than 450 employees operate in three distinct areas of the country – Northeast, Southeast and South – with assets spanning the spectrum from the reliable resource-based reserves to deep, geopressed reserves calling for leading edge technologies.



At Dominion, we put creative ideas to work toward making continuous improvements in technical efficiencies. We also solve problems by applying unique business solutions that other E&P companies may not be able to envision.



WENDY STRAATMANN
 Manager Geoscience
 Western Business Unit
 Oklahoma City

The Northeast Operating Area manages assets in northern Appalachia and Michigan from district and field offices in West Virginia,



Pennsylvania and Michigan. Operating in one of the country's first oil and gas regions developed by Rockefeller, this area is Dominion's major eastern source of world class gas fields, assets and programs with development programs yielding

350-400 new wells each year. Potential development drilling inventory exceeds 4,000 locations, with new locations being identified each year. This makes Dominion E&P one of the most aggressive players in Appalachia and Michigan.

Many new exploration opportunities make the Southeast Operating Area, covering Alabama



EXPLORE

From the plains of Oklahoma to the mountains of Utah, the West encompasses a vast area of open space, full of resources ripe for exploration and exploitation. Some of our most stable, long-life production opportunities are within the domain of our Western Business Unit. Many of our fields are established but we are still

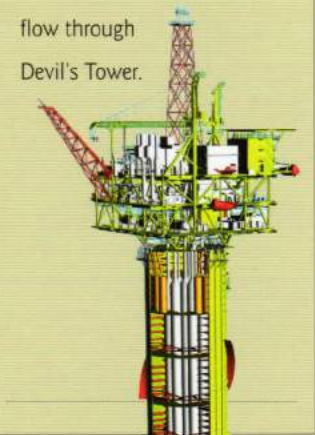
learning about them. It is in this key region that some of our top geologists and geophysicists work with engineers to develop reliable, long-lasting gas reserves that can be produced for years to come.

THE WEST



Did you know?

At 5,600 feet of water, Dominion's Devils Tower production rig is one of the deepest floating oil and gas facilities of any kind in the world. More than 40,000 barrels of oil per day currently flow through Devil's Tower.




and Mississippi, an exciting yet challenging place to work. Dominion E&P expanded into the region in 1993 with the acquisition of most of the assets of the Black Warrior Basin coalbed methane (CBM) field from the River Gas Corporation.

Ongoing development, drilling and strategic acquisitions have continued to expand the CBM project, making this area one of Dominion's core assets with strong and reliable resource-based reserves. In the past several years, Dominion E&P has also found significant shale plays in the region and is establishing new teams to look at unconventional gas production.

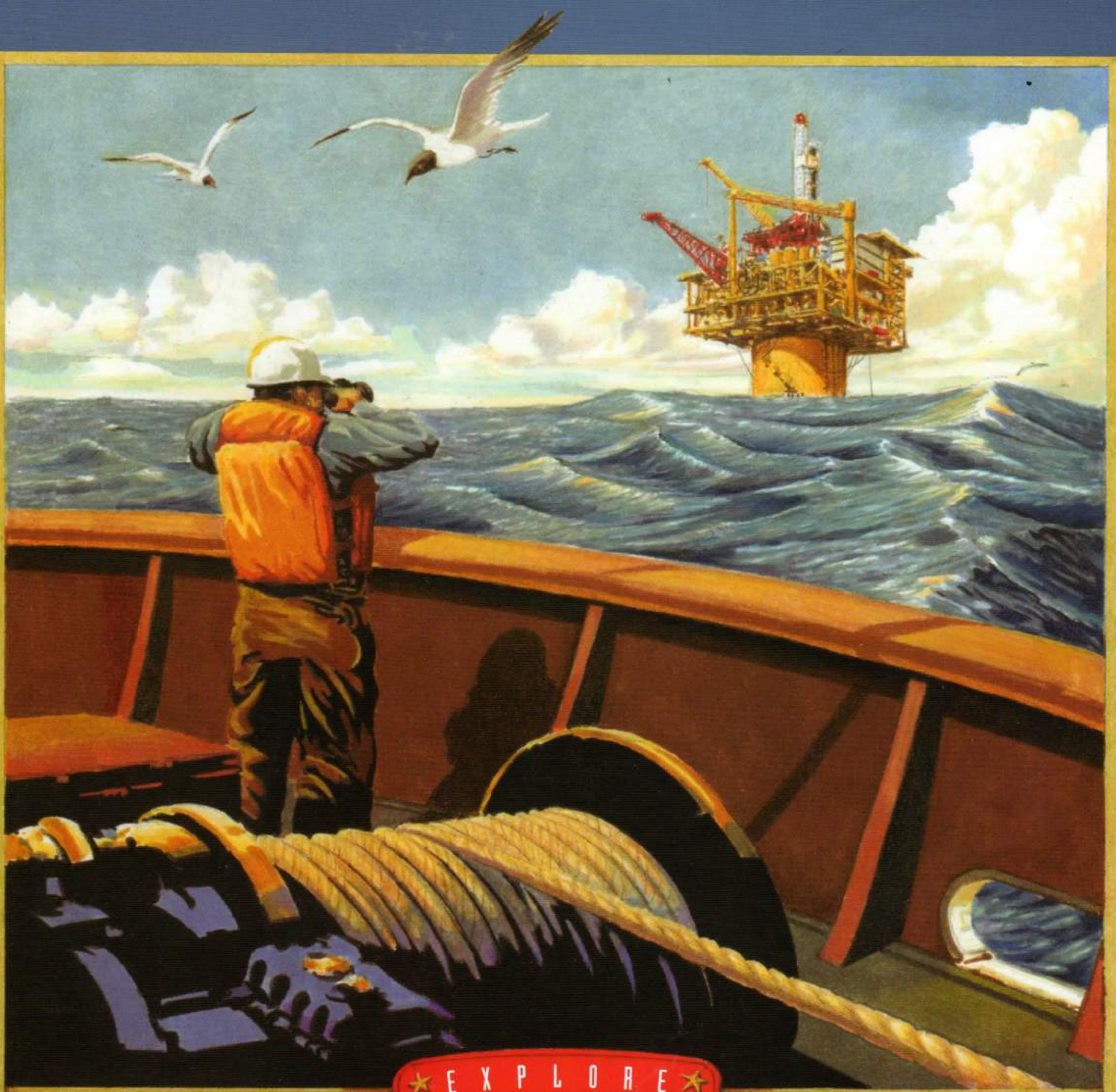


The Southern Operating Area is managed from the EBU headquarters in Houston, as well as from field offices in south Texas. Its growth has come from several key transactions: the merger with Consolidated Natural Gas (CNG) in 2000 and the acquisition of Louis Dreyfus Natural Gas (LDNG) in 2001. Since that time, the area's assets have been significantly enhanced and continue to expand with efficient exploitation and successful, disciplined exploration programs. The majority of these

assets are deep, high-pressure, low-permeability gas plays routinely requiring hydraulic fracture stimulation to achieve commercial production rates.



Dominion E&P celebrated its 1,000th well in March 2006 at Black Warrior Basin, AL.



★ E X P L O R E ★

From its headquarters in jazzy New Orleans to the crashing waves around its deepwater rigs in the Gulf of Mexico, Dominion's Offshore Business Unit pulsates with energy. There, you will find our teams entrenched in the cutting edge of the industry, from exploring the

shallow waters of the Continental Shelf to the emerging trends in the deepwater. Working with the latest technology, this energized group has helped Dominion E&P surpass many of the "majors" to become one of the most active exploration and production companies in the region.

OFFSHORE

Western Business Unit: A Base of Stability from Which to Grow

The Western Business Unit (WBU) of Dominion E&P, based in Oklahoma City, provides a base of reliable, long-lasting gas reserves from which to grow. Participating in over 1,100 new drilling wells per year, the division has an annual capital budget exceeding



\$1 billion. While some of the growth of the WBU has come from acquisition, a good portion has been from redeveloping fields that are already established.

The WBU offers a great variety of challenges in engineering and the geosciences, from reliable resource-based plays to the exploration of new assets. With big wells and tight sand plays, Dominion does some of its best and most innovative exploration in the Mid-Continent area of Oklahoma and the Texas Panhandle. The Permian Asset Team, operat-



One of the things I liked most when I started at Dominion was being able to work on real projects immediately. My mentor was able to hand me a project that was already in the works and let me take control of it, while he was still available for assistance. This enabled me to work on my own, but have a guiding hand when necessary.



STEPHEN LICHLYTER
Associate Geologist
Eastern Business Unit
Houston

Drilling rig operating in the Permian region near Sonora, Texas.



ing in the oldest basin in this part of the country, manages over 5,000 producing wells while drilling more than 500 new wells



per year. Meanwhile, the Rockies offer a steady and reliable source of gas, where we continue to explore established fields.

Offshore Business Unit: A Leader in the Gulf of Mexico



Dominion's Offshore Business Unit is headquartered in historic New Orleans, Louisiana, where Dominion and its predecessor company CNG have managed oil and gas operations

for offshore Gulf of Mexico and South Louisiana since 1966. With an experienced staff that has had to consistently demonstrate creativity and persistence in dealing with everything from sensitive environmental issues to ravaging tropical storms, this group has helped Dominion E&P become one of the top producers in the region.



Learning about the Independence Hub Platform has been the highlight of my summer internship because of its project magnitude and engineering complexities. I also liked the dual experience of having both a seminar and field trip, which made for a dynamic learning experience.



KENAH NYAMAT
Engineering Intern
University of Oklahoma

Dominion E&P is one of the most active producers in the Gulf of Mexico.

Did you know?

Dominion E&P asset teams contribute to their communities in a variety of ways, from supporting local non-profits



to conservation and environmental safety efforts.

Dominion E&P operates some of the oldest wells in America, while also establishing itself as one of the top offshore producers in the Gulf of Mexico.



Offshore production in the Gulf of Mexico, one of the most petroleum-rich geologic basins in the world, began in 1947. By the mid-1990s,

Dominion's predecessor CNG had established itself as one of the top 10 producers on the Continental Shelf, where water depths do not exceed 600 feet. Today, Dominion E&P is still very active on the Shelf with successful exploratory wells in the West Cameron area, as well as the search for untapped gas accumulations in relatively deep strata.

Since the mid-1990s, Dominion E&P has consistently been among the leaders as independent oil and gas companies have increasingly competed for deep water assets. Dominion E&P has utilized

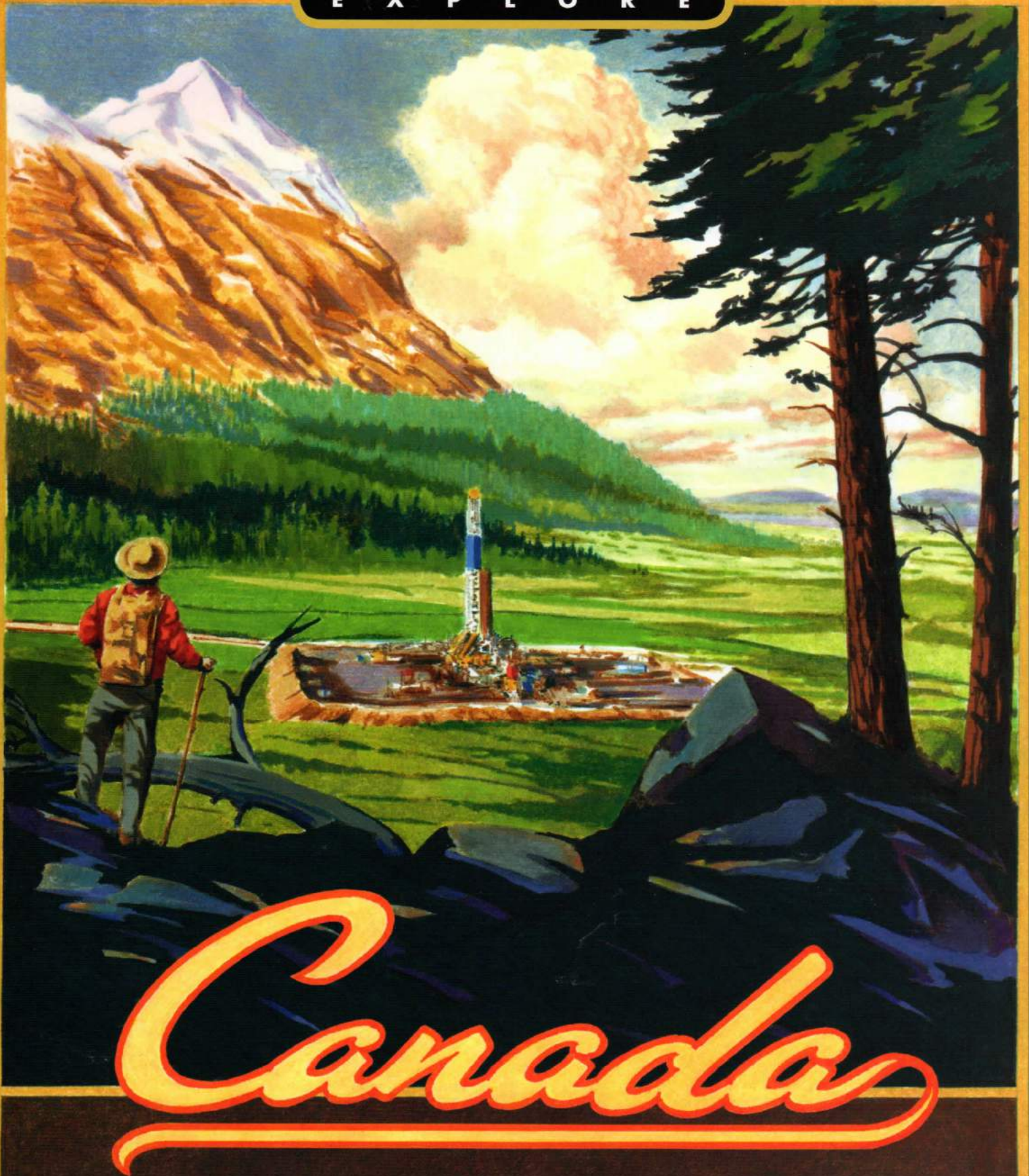


innovative technology to maximize its success in this area, both in producing from fields that were discovered by other companies, as well as through its own exploration efforts. The most prominent of Dominion's deepwater discoveries is Devils Tower, an oil field that Dominion E&P operates and owns a 75% interest in. The Devils Tower production facility,



a floating "Spar" design, is one of the deepest floating oil and gas facilities of any kind in the world. More than 40,000 barrels of oil per day are currently flowing through this facility, contributing significantly to Dominion's earnings.

E X P L O R E



Canada

The Canadian expanse can be described as bold and beautiful, rough and rugged. Mountain peaks contrast with lush valleys and pristine lakes sparkle amongst rolling hills. This is where Dominion E&P has many opportunities but also faces some of its greatest

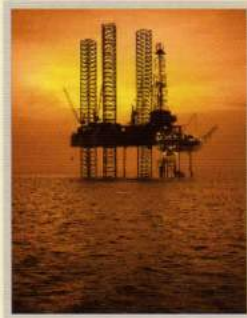
challenges, as much of the gas is "sour," laced with toxic hydrogen sulfide. It is here that the dedication of our Canadian Business Unit shines through as a highly efficient team equipped to deal with special issues in quality control, safety and community relations.



Field trips have exposed me to every aspect of the research and development process, as well as to many groundbreaking advances in technology that are being utilized. They also introduced me to basic engineering concepts so I can be more effective working hand-in-hand with engineers.



ERIC MOSES
Land Intern
Texas Tech University



Another milestone in Dominion's deepwater program is the Independence Hub, which Dominion E&P and its partners are constructing to become the world's deepest water production facility. The

facility, floating in more than 7,900 feet of water, is designed to handle a billion cubic feet of natural gas per day produced from several fields. The 134-mile length of the pipelines designed to transport the gas from the Hub to shore is also a world record.

Dominion Exploration Canada: Engineering Excellence That Puts Safety First

Dominion E&P began to implement its growth strategy in Canada in the mid-1990s through its subsidiary Dominion



Exploration Canada Ltd. The acquisitions of Archer Resources and Remington Energy gave Dominion E&P a competitive advantage with which to expand and develop the Canadian base. Its subsequent



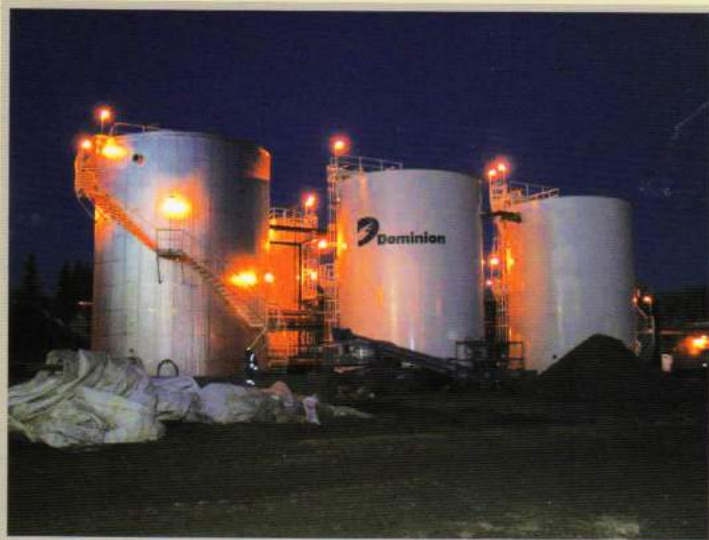
divestiture of assets in British Columbia has allowed the company to ensure a balance in its risk profile, focus on areas of growth potential, and move into areas with lower cost structures.

Dominion Exploration Canada is based in Calgary, with asset teams focused in the Birch Wavy area east of Edmonton and in the Pembina area near Drayton Valley, Alberta. Birch Wavy operations are related primarily to shallow gas, with steadily producing properties at Bruce,



Mannville and Warwick. In the Pembina area, production of oil and gas comes from the company's Violet Grove operation, with production from the Nisku formation near the town of Drayton Valley.

One of the most challenging aspects of exploration and production in Canada has come from the development of the Pembina area, which contains quantities of highly toxic hydrogen sulfide (H₂S or sour gas). Safety is a key concern in every aspect of the operation there, and



The training offered by Dominion E&P and the diversity of my work projects has given me a complete overview of the reservoir aspect of the oil and gas business. My managers have also contributed to my professional development, especially my first supervisor who helped create a solid foundation for my career.



ANABELA GARCIA
 Engineer
 Eastern Business Unit
 Jane Lew, WV



F O C U S

O N T H E
FUTURE

Dominion E&P continues to be one of the most dynamic exploration and production companies in the United States and Canada and we are continually expanding our presence. While in the past we have operated "under the radar," we are now becoming known within the energy industry as one of North

America's premier players due to our leadership and success in the field. The future looks bright and that is due, in a large part, to our people. Their individuality, integrity and inherent passion is what makes Dominion E&P great today...and it is what will make us even greater tomorrow.

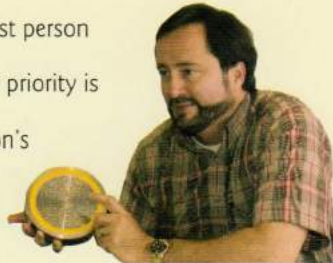


much effort is put into the design and planning of these wells prior to drilling. In addition to developing meticulous safety standards and emergency response plans, the company provides public-access information for local communities on its drilling operations, field activities and development plans.

Dominion Exploration Canada continues to utilize innovative new ideas and technologies in order to exploit its existing asset base for new resources. It is also expanding into other parts of the Western Canadian Sedimentary Basin and is looking forward to new discoveries and additional property acquisition for continued growth.

Focus on the Future: A Great Company Built by Great People

At Dominion E&P, we are proud to say that we're a little different than most companies our size. From the diversity of our asset teams to our philosophy that "anyone can be the smartest person in the room at any time," it is clear that our priority is our number one asset: our people. Dominion's past and current successes have been the result of hiring individuals with diverse talents and ideas who are passionate about working together towards



a common vision: to become the most successful independent oil and gas company in North America. That vision will become



Dominion E&P gives new hires immediate responsibility and the opportunity to work on projects that are meaningful and will make an impact to the company. Ample opportunity is also given for leadership very early on in the person's career.



CORY BECK
Senior Geologist
Western Business Unit
Oklahoma City



I was previously employed by a major oil company and never once met a landman, a reservoir engineer, or a driller in the course of my work. At Dominion, I work with people from these and other disciplines almost daily. It is this type of interaction that makes my job interesting and rewarding, and allows me to continue learning.



PAUL WIEG
Chief Geophysicist
Offshore Business Unit
New Orleans



a reality as we continue to add people who realize how important their individual contributions are to the overall group's success.

One of the ways we attract the brightest and best is to offer a work environment that fosters creativity, one in which people have the freedom to experiment and have ownership in their projects. We provide extensive professional development opportunities, from customized training programs for new profes-



sionals to mentoring. We also give our people the opportunity to not only advance in their core disciplines, but also to understand company operations as a whole so they can see where they fit in, as well as areas they may want to explore in the future.

Dominion's New Technical Professional Training Program includes field trips to a variety of operating sites.



Dominion E&P offers a healthy work-life balance and opportunities to contribute to the local community. These opportunities may be in the form of supporting corporate giving programs, participating

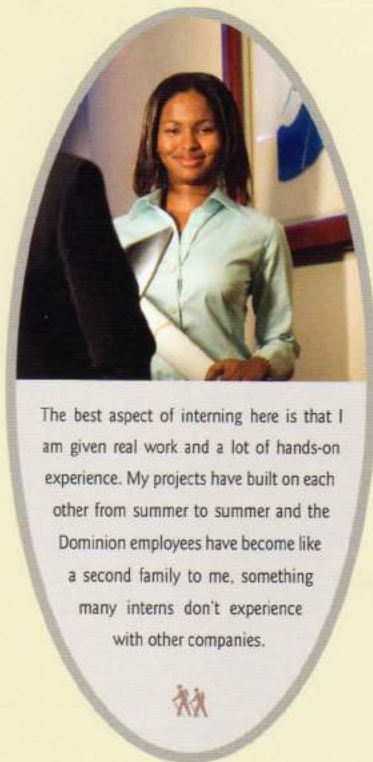


Dominion E&P supports local non-profit activities such as mentoring projects at local elementary schools.



in environmental conservation efforts, or volunteering with local charities. Because we are part of a Fortune 500 company, we are able to offer a comprehensive benefits package that rivals those of large, "major" oil and gas companies.

Our people are our ambassadors and our champions. They are proud of the culture of our company because of our ethical commitment to "do the right thing" for our people, for the business and for the environment. They are also our future...as are you.



The best aspect of interning here is that I am given real work and a lot of hands-on experience. My projects have built on each other from summer to summer and the Dominion employees have become like a second family to me, something many interns don't experience with other companies.



APRILL NELSON
Engineering Intern
Colorado School of Mines



Dominion E&P employees are involved in numerous environmental conservation efforts in their local communities.



An exciting world of opportunity awaits at Dominion E&P for those professionals who are enthusiastic about bringing their skills, dedication and creativity to bear at a company with a great track record and a vision for the future.

As Dominion continues to develop as a leading force within North America's exploration and production community, we will continue to depend on the fresh ideas from new people who join our team along the way. And those who join us will reap the rewards of being a part of exciting new oil and gas discoveries, innovative drilling and production processes, and asset acquisitions that will provide potential energy resources for generations to come.

Together, we have the opportunity to help shape the world of oil and gas. Are you ready? Then we invite you....come and explore.



