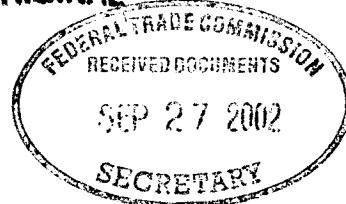


ORIGINAL



21 September, 2002

We, the undersigned employees of the Held Separate Business Unit at the Phillips Petroleum Woods Cross Refinery, hereby make known to all interested parties, our belief that we are entitled to the benefits described under the Work Force Stabilization Plan of Phillips Petroleum Co., which purpose is to "(i) increase moral, sense of security and productivity of employees and to attract and retain employees" in the Held Separate Business Unit, which purpose and intent of said HSB requires the termination of our employment with Phillips Petroleum Co.. We likewise affirm our belief that in order for the Woods Cross Work Force to be 'stabilized' according to the intent of the WFSP, that *all* employees of the Woods Cross Refinery must be treated equally and fairly at this difficult and stressful time. We believe that to exclude select employees from participating in the benefits of the WSFP would only serve to 'destabilize' and demoralize a key portion of a valued workforce.

Name in print

Chris T. Giatras

Signature

Chris T. Giatras

BLAINE FLINDERS

Blaine Flinders

Daniel Brown

Dan

Robert Willbanks

R.B. Willbanks

Lou Freter

Lou Freter

Marcial Ariz

Marcial Ariz

Sam Mayne

Sam Mayne

Roy E. Hemick Jr.

R.E. Hemick Jr.

Jesse Hamilton

Jesse Hamilton

DARREN C. DEWALD

Darren C. DeWald

Charles W. Amrine

Charles W. Amrine

EDWARD G PAINTER

Edward G Painter

NATHAN J MARTINEZ

Nathan Martinez

Grant KEDDINGTON

Martin R. Mender

Steven James

Jeff Mitchell

Dave Devey

Rick FARLEY

Shane T. Spader

WES JOHNSON

Larry Jackson

Alana Stewart

Kelly S Bingham

C Mitch Bowles

Lyle Hoffman

Steven Geisler

Stephen Pettegrew

BILL POTTER

David Johnson

P. Paul Hatch

Joe Perlee

JIM NORRIS

Jeremy T. Willey

ERNIE BAHE

Jason McQuarrie

Grant KEDDINGTON

Martin R. Mender

Steven James

Jeff Mitchell

Dave Devey

Rick Farley

Wes Johnson

Larry Jackson

Alana Stewart

Kelly S Bingham

C Mitch Bowles

Bill Potter

David Johnson

John Lewis

Stephen Pettegrew

Bill Potter

David Johnson

P. Paul Hatch

Joe Perlee

Jim Norris

Joe Bl-

Jason McQuarrie

JED NEWELL

Layne Hansen

Albert Gomez

Brian Hansen

Howard A. Beck

Robert Hogge

Brian Firth

KIRK Holbrook

Kim Roderick

Bert Winegar

Jody C. WAGER

Michael Blackburn

Ron Wooten

Ashley Petty

Brent L. Dall

Charles W Lowman

John P. Sweeten

CHRISTOPHER P. LONG

Bart F Robinson

Alan Boynton

Kathie Harrison

Clint Tingey

SUSAN Hayden

~~Jed Newell~~

~~Layne Hansen~~

~~Albert Gomez~~

~~Brian Hansen~~

~~Howard A. Beck~~

~~Robert Hogge~~

~~Brian Firth~~

~~Kirk Holbrook~~

~~Kim Roderick~~

~~Bert Winegar~~

~~Jody C. Wager~~

~~Michael Blackburn~~

~~Ron Wooten~~

~~Ashley Petty~~

~~Brent L. Dall~~

~~Charles W Lowman~~

~~John P. Sweeten~~

~~Christopher P. Long~~

~~Bart F Robinson~~

~~Alan Boynton~~

~~Kathie Harrison~~

~~Clint Tingey~~

~~Susan Hayden~~

Blair Wood

~~Blair Wood~~

Lynn D Maxfield

Lori Dall

Ben VanBree

Bill Wardell

Casey Sabey

Mark Willey

Tom Yostington

Damon Hugue

John Orr

Blair Wood

~~Blair Wood~~

Lynn D Maxfield

Lori Dall

Bethany

Bill Wardell

~~Bill Wardell~~

MARK WILLE

~~Mark Willey~~

Randy Hylle

John Orr