





1 ▶ Challenges of Females in Oil & Gas

2 ▶ FEMMe Program 2016| Overview

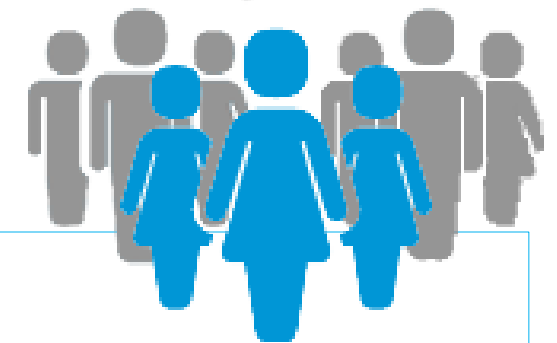
3 ▶ FEMMe Scholarship 2016| Overview

4 ▶ FEMMe Scholarship Details

Recent studies and research show the 10 top challenges of females in Oil&Gas:



10 top challenges



1. Females do not get the same **recognition** as men.
2. Females have **fewer career opportunities** than their male counterparts and have to work harder than men to prove themselves.
3. Majority of females are **not involved in any form of mentoring**.
4. Females consider taking less money in return for **more work flexibility**, a better **work life balance** and spending more time with the family as the main reasons.
5. Oil and gas sector companies are challenged to **attract females**.
6. The companies are now focusing on **engaging with young women** both at school and at university, providing role models and an opportunity to see for themselves what the sector has to offer through visits and paid internships, scholarships. This will ensure that oil and gas companies lead the way amongst engineering employers in benefiting from the untapped talent of those female engineers whose **skills** will, otherwise, be recognized and rewarded elsewhere.
7. The perceived **lack of senior female role models** for women.
8. Young women face challenges in **gaining expertise in the industry**.
9. The industry needs to bring a **different approach in leadership** and take into account that women serve in various roles within society-they are mothers, wives as well as professionals.
10. Very **few females in executive roles**.



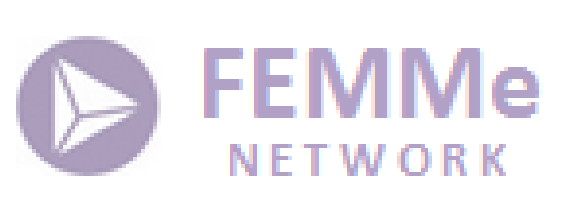
FEMMe Program - **Female Engineers MOL ProgramMe** will address the key challenges of females in Oil & Gas and it will serve as a platform for female Geoscientists and Engineers' attraction, retention, professional networking and career advancement in MOL Group.

FEMMe Scholarship



Awarding talented female students in their geoscience and engineering studies for one year. Our aim is to inspire and help female students become future leaders in Oil & Gas by breaking down the barriers that prevent them from entering these fields.

FEMMe Network



Strengthen internal female geoscientists and engineers collaboration, knowledge sharing, leadership skills and professional network.

FEMMe Career



Ensure career advancement and equal opportunity by dedicated actions.





FEMMe Scholarship will be the first pillar that will be rolled out in 2016.

Our aim is to attract female talents from best in class institutions, to inspire and to help female students become future leaders in Oil & Gas by breaking down the barriers that prevent them from entering these fields.

The Scholarship will award top 3 outstanding female students by:

Sponsoring the studies



Sponsoring the studies for a full year for the selected scholarship recipients for 2016- 17 academic year.

Scholarship amount is 5000 EURO per finalist and it is non-repayable.

To be Paid in 2016

Travel & Conference Grant



Everyone deserves the opportunity to pursue a career in Oil & Gas. Grant is available for the Scholarship finalists, regardless of race, ethnicity, disability. To encourage female attendance at Oil & Gas conferences, we will provide to selected recipients: free conference registration + Up to 1000 EUR towards travel and accommodation costs.

To be Paid in 2017

Site visit



Possibility to visit a MOL Group real Exploration and Production site or a Production site within Downstream.

To be Organized in 2017



Why to apply



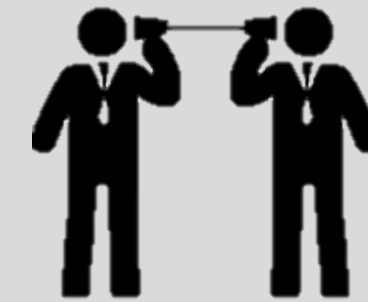
Who can apply



List of universities



Communication campaign



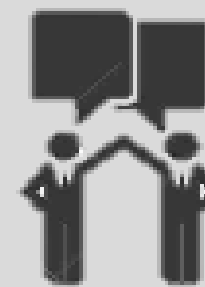
Countries in scope



How to apply



Selection process & Decision Bodies



Key milestones





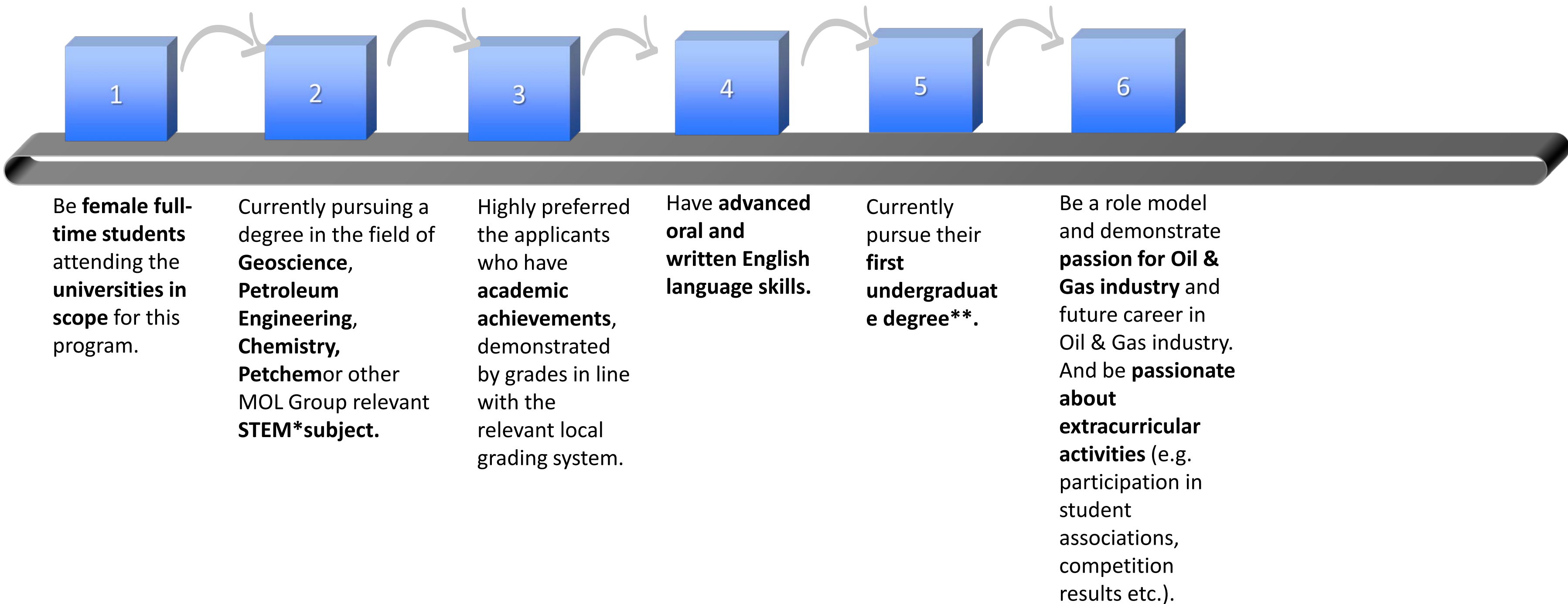
Everyone deserves the opportunity to pursue a career in Oil & Gas. FEMMe Scholarship is available for the scholarship finalists, regardless of race, ethnicity or disability. The Program is about supporting young women to face the challenges in gaining expertise in the Oil & Gas industry and become future leaders.

What's in it for the applicants to the Scholarship:

- 1 ▶ 5000 EURO scholarship amount
- 2 ▶ Travel & Conference grant- free international conference registration + Up to 1000 EUR towards travel and accommodation costs.
- 3 ▶ Possibility to visit a MOL Group real Exploration and Production site or a Production site within Downstream.



Only applicants who meet the eligibility criteria described below will be considered for the Scholarship. Please read carefully.



*STEM (Science, technology, engineering, and mathematics).

**First undergraduate degree means that you cannot have a university degree at the time of the application, until the end of the 2016–17 academic year, either from the same university or from any other university.

The finalists will not be automatically hired after they finish their studies. We do not commit or promise automatically hiring through this concept. This Scholarship Program is dedicated only to females. Men will not be considered for this program.



If you meet all eligibility criteria outlined above, click on the “Apply Today” button on the microsite and submit the requested supporting documentation necessary for your online application. Your application must contain the following documentation:

Item	Description
CV	CV including: details of education, extracurricular activities, academic achievements & recognitions, any O&G related work/professional experience (if case), level of English skills. <u>Language: English</u>
Last two semesters university grade results (if available) – official copy	To validate the grades in line with relevant local grading system. We accept non-English documents without being accompanied by an English translation in this case. Language: local language
Certificate of enrollment from the university the student is applying from, issued by the registrar or a similar office	To verify that the applicants are enrolled as a female full- time student at this institution for the academic year 2016–17. Language: local language
A 500- word essay	Essay including: reasons why the applicant is interested in FEMMe Scholarship, and brief thoughts how women can make a difference in the Oil & Gas industry. Technical requirements of the essay: <ul style="list-style-type: none">• Times New Roman style font• 12 point font size• 1 inch margins on all sides• Single-spaced throughout• Spell-checked• Grammar-checked• Personally proofread• Title and content are present, catchy, relevant, and original. Language: English
Letter of recommendation	From a professor, instructor, adviser or supervisor. The letter must contain the date, full name and original signature of the person who recommends the female student. The letter must be maximum 1 page in English and should include: A short paragraph or sentence that explains how the professor, instructor, adviser or supervisor knows you and the duration of the professional relationship with you. An evaluation of your skills, accomplishments, contributions, potential. If possible offer specific examples that illustrate your strengths and qualifications. A short summary that explains why professor, instructor, adviser or supervisor would recommend you to apply for FEMMe Scholarship Program. Language: English



How We Will Make It Happen



