



**Marian J. Moon**  
Senior Vice President - Administration

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August 24, 2005

Louis Thomas  
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Malcolm Lazin  
Executive Director  
Equality Forum

Ian Ayres  
William K. Townsend Professor  
Yale Law School

c/o Equality Forum  
1420 Locust Street  
Philadelphia, PA 19102

Gentlemen:

Devon Energy has been in dialogue with you and other groups concerning the inclusion of "sexual orientation" protection in our corporate policies. We very much appreciate the open and congenial discussions and correspondence we have had with you on this topic.

We are pleased to inform you that, effective immediately, we have changed our Equal Employment Opportunity Policy to include the following language: "It has been and will continue to be the policy of Devon Energy Corporation to be an equal employment opportunity employer. The Company will recruit, hire, train and promote into all job levels the most qualified applicants and employees without regard to race, color, religion, gender, sexual orientation, age, national origin, military status, veteran status or disability."

In addition, we have included the following language in the anti-harassment section of Devon's Code of Conduct: "The Company believes diversity, the collective mixture of similarities and differences, is a valued asset. The Company has created an atmosphere that allows each individual to contribute, achieve his or her professional goals and interact in a workplace accepting of such diverse attributes as, not only race and gender, but also age, sexual orientation, religion, level of education, physical ability, military status, years of service and social or cultural representation."

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We believe a culture of nondiscrimination has existed at Devon for a very long time and we are happy to hold ourselves accountable for this philosophy through our EEO policy. If you have any questions or require further clarification, please feel free to contact me.

Sincerely,

A handwritten signature in cursive script that reads "Marian J. Moon". The signature is fluid and extends across the width of the text block.

Marian J. Moon  
Senior Vice President, Administration

Cc: J. Larry Nichols, Chairman and Chief Executive Officer  
John Richels, President  
Vince White, Vice President, Communications and Investor Relations