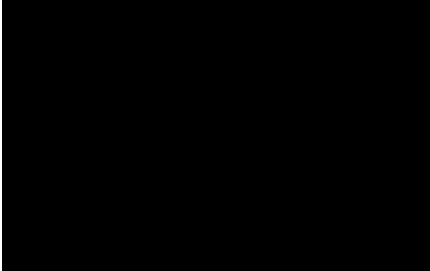


October 23, 2006



As institutional investors representing \$ 849.5 billion in assets and as shareholders of Exxon Mobil Corporation, we are writing to request information on disclosure practices regarding the compensation committee's use of compensation consultants.

As compensation methods and practices have become more complex, corporate compensation committees increasingly rely on consultants for advice regarding performance measures and pay incentives for corporate executives.

It is critical, therefore, that a compensation consultant be free of any conflict of interest, perceived or actual. Multiple business relationships within a company may compromise the independence of a consultant's recommendation to the compensation committee and may jeopardize shareholder confidence. Independent advice for the committee is increasingly relevant because the SEC now requires compensation committees to formally sign off on the Compensation Discussion and Analysis (CD&A) portion of the proxy statement.

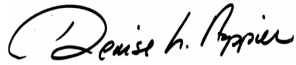
The concerns that institutional investors have regarding compensation consultant independence are analogous to those raised in recent years regarding auditor independence. The value of auditor independence is clear, particularly when measured against the accounting scandals at companies where an accountant's role as auditor conflicted with its often far more lucrative role as consultant.

The recent controversies surrounding executive pay have shaken public and investor confidence in the compensation practices for corporate executives. We believe that it is in the best interest of shareholders and corporations for compensation consultants to provide independent, unbiased advice regarding executive compensation. As compensation committee chair for a top S&P 500 company, we look to you for leadership in promoting good corporate governance. We would, therefore, appreciate a response in writing to the following two sets of questions:

- Does the consultant employed by the Exxon Mobil Corporation compensation committee provide any other consulting services to the management of the same company? If so, please describe the nature of that work and whether such arrangement is disclosed in the CD&A portion of the proxy statement?
- Does the Board of Directors have a policy that prohibits the compensation committee's consultant from providing other services to management of the same company? If not, would the company adopt such a policy and disclose it in the CD&A portion of the proxy statement?

Thank you for consideration of this request, and we look forward to your response. Please direct your responses to Connecticut Assistant Treasurer for Policy, Meredith Miller, at 55 Elm St. Hartford, CT 06106 or (860)702-3294.

Sincerely,



Denise L. Nappier
Treasurer
State of Connecticut



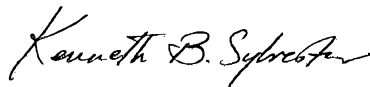
Richard H. Moore
Treasurer
State of North Carolina



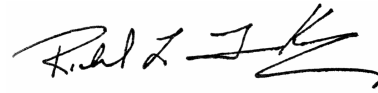
Jack Ehnes
CEO
CalSTRS



Julie Gresham
Assistant Comptroller
New York State Common
Retirement Fund



Kenneth B. Sylvester
Assistant Comptroller
City of New York



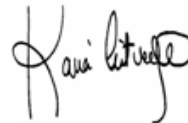
Richard Trumka
Secretary Treasurer
Reserve Fund
AFL-CIO



Stephen Abrecht
Executive Director of Benefits
SEIU Pension Fund



Walter Atwood
Executive Director
Board of Investment
State of Illinois



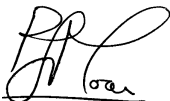
Karina Litvack
Director, Head of
Socially Responsible Investments
F&C Asset Management



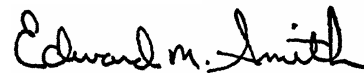
Timothy Smith
Senior Vice President
Walden Asset Management



C. Thomas Keegel
General Secretary-Treasurer
Teamsters



Peter Moon
Chief Investment Officer
Universities Superannuation Scheme Ltd



Edward M. Smith
Chairman
Central Laborer's Pension Fund