



Many of us remember our first day on the job in the oil industry. It can be overwhelming with the challenges of working far from home, handling large machinery, facing potential SIF exposures, learning new technology, and the pressure to perform. Hopefully when you took that walk down memory lane, you also thought of your invaluable mentors.

At H&P, we recognize the significance of mentorship in safely onboarding new employees and supporting their personal and professional growth. Our SSE and mentorship program offers guidance, support, and insights from experienced employees, fostering meaningful connections between mentors and mentees. This culture of mentorship not only leads to strong relationships and careers but also maintains our industry-leading performance with new employees.

We've enhanced and refined our SSE and mentorship program over the years. Our formalized SSE Path to Graduation program offers clear technical training, integrates employees into H&P's culture, reduces SIF exposures, and enhances skills and knowledge, improving our ability to retain talent. In 2023, we implemented a listening strategy using Workday Employee Voice to survey employee engagement during onboarding. Feedback from new employees at 30-, 90-, and 180-days has enhanced the onboarding experience. The outcomes have been outstanding, positively impacting our team. Starting in January 2024, we introduced new incentives: H&P branded boots for SSE graduates and bonuses for their mentors. Since then, we have awarded boot credits to 318 SSE graduates and paid 219 bonuses to mentors, reducing our new employee turnover rate by almost 50%.

We believe in the power of mentorship and the value it brings to both mentors and mentees. Whether you are an experienced rig hand or a newcomer, we encourage you to participate in SSE and mentorship programs. It gives you the opportunity to invest in others, just as others have done for you.

Thank you for your dedication and commitment to the next generation of oil and gas leaders. Together, we will continue to foster a culture of mentorship and achieve new heights of success.



**John Baer**

Director, Talent & Organizational Management, H&P

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Actively C.A.R.E. Goals?  
Scan to see where we are  
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