



## PEOPLE READY >

THE DRILLING INDUSTRY IS BOUNCING BACK – AND WE’VE GOT THE PEOPLE TO DO THE JOB. DRILLING SAFELY AND EFFICIENTLY STARTS WITH OUR PEOPLE, WHICH IS WHY H&P RECRUITS, TRAINS, AND TAKES MEASURES TO RETAIN IN ORDER TO HELP ENSURE THAT OUR WORKFORCE IS SET UP TO HELP OUR CUSTOMERS ACHIEVE BETTER DRILLING OUTCOMES.

### Recruiting Talent

H&P is known for our best-in-class technology and industry-leading rig designs, developed and maintained by the specialized, purpose-driven expertise of our workforce in the field and beyond.

- > Recruiting, hiring, onboarding and initial industry-required training completed offline to begin rig operations
- > Reduces area silos and provides a holistic view of workforce and staffing needs
- > Removes unnecessary burden on Rig Manager recruitment responsibility
- > Detailed analysis of current and future workforce needs
- > Reserve of trained and skilled employees is ready for deployment at a moment’s notice
- > Best-in-class reduction in workforce processes during downturns allows retention of higher skilled labor and provides employees affected by Reduction In Fleets an avenue to be recalled

#### Positioned to Succeed

- > Scalable workforce for the unique needs of a cyclical industry
- > Efficient communication of best practices, updates, incidents, and other issues fleetwide

H&P has recommissioned more rigs than any other drilling contractor in the world, giving us the experience to support a successful well program at any stage.

### Training and Retaining

H&P has created a robust, industry leading, fleet-wide standardized six-month training program for our Short Service Employees (SSEs). Our recently revamped SSE Path to Graduation Program advances the safety, efficiency, and culture at the H&P jobsite. People learn in different ways – we use three different types of teaching to facilitate retention for employees of all learning styles and backgrounds: visual, auditory/verbal, and kinesthetic/hands-on. Our mentorship program gives our SSEs one-on-one support from experienced personnel to review program lessons, advancement, and give transparent feedback.

#### Communication & Collaboration

- > Integrates employees into H&P’s culture
- > Reduces the likelihood of exposures of Serious Injuries and Fatalities (SIFs)
- > Increases role-based skills and knowledge
- > Provides visibility to managers and superintendents regarding new hire development
- > Increases our ability to retain high-performing talent
- > Encourages a two-way channel of communication for feedback from the new employee to rig leadership

#### Continuous Improvement

- > Continuous employee training of new procedure updates while modeling the lifestyle of Actively CARE-ing for one another
- > Consistent and standardized digital training, testing, and tracking for every crew member via H&P’s learning management system, Workday Learning
- > Additional specialized, position-specific training after SSE completion, as crew member is promoted to higher levels on the rig (Motorman, Derrickman, Driller)
- > Training completion reports available to all District Managers and Superintendents, helping ensure their teams are up to date on required learnings

## Modernized and Standardized Safety Procedures

Just as a standardized rig fleet is beneficial, so is a standardized safety program. H&P takes a modernized approach to our HSE program, using technology tools to create and maintain a safer rig environment and tackle each SIF-critical task.

### FlexChecks

- › Power web app that consolidates all information a driller or rig manager needs to lead an effective pre-job planning meeting
- › Interactive and intuitive, providing job safety analysis, crew member task assignments, and reminders
- › Provides a checklist of critical verifications as a way for our employees to know that they have completed each task safely
- › Access to a specific and robust library of job safety analysis videos
- › When using FlexChecks, our digital database of processes, procedures and reference documents will walk crew members through specific processes that need to be used to safely complete the work steps

### FlexTips

- › Basic position-specific technical training provided to employees demonstrating common job tasks on the rig

### RigConnect

- › Allows superintendents and HSE personnel to participate virtually via video conference for pre-job planning meetings

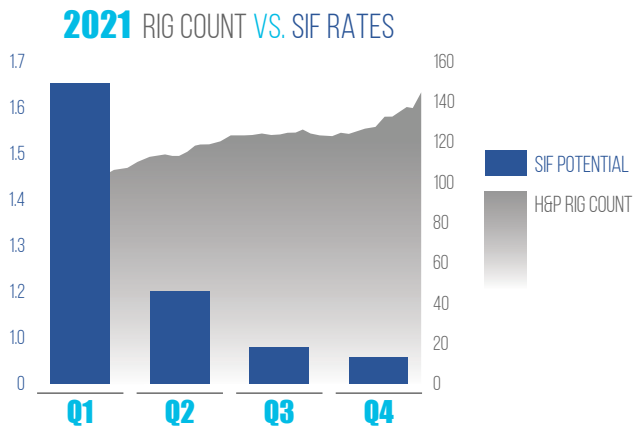
### SIF Potential Replays

- › In-depth videos, created by our HSE team, providing insight into SIF events
- › 3D animations depict the nature of the event and what can be done to prevent or mitigate similar events in the future

## Proof Points

### SIF rates with rig growth

As H&P's rig count has increased and a new workforce has joined the organization, SIF rates have remained at a lower range, with zero SIF Actual events occurring.



### SSE Path to Graduation Program Impact



- › Reduced onboarding time
- › Reduced or eliminated exposures to Serious Injury or Fatality (SIF) events
- › Reduced manual workload of Manager, Team, and Mentor



- › Automation of the historical SSE training processes
- › Increased speed, quality, and reliability for Operators
- › Improved environmental impact through eliminated paper usage



- › Enhanced tracking and traceability of SSEs and Assigned Mentors
  - › Automatic count of jobsite SSEs
  - › Real-time status reporting
  - › Reduced jobsite reassignment delay



- › Improved quality of training
  - › Consistency across districts
  - › Quarterly content audits
  - › Increased retention of high performers

## Actively CARE goal for 2022



Reduce the percentage of SIF Potential and Actual incidents on rigs within the first 90 days of a rig being recommissioned by 10%

### CONTACT US

For more information on how Helmerich & Payne can help you achieve better drilling outcomes, contact an H&P sales representative today or contact us through our website at [helmerichpayne.com/contact](https://www.helmerichpayne.com/contact).

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