



SAFETY TRAINING >

DRILLING SAFELY AND EFFICIENTLY STARTS WITH OUR PEOPLE, WHICH IS WHY H&P RECRUITS, TRAINS, AND IS COMMITTED TO RETAINING OUR EMPLOYEES 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
- > Maintain a “bench” 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 opportunity to get back to work as quickly as possible.

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 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

- › 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, providing insight into SIF events
- › 3D animations depict the causes of historical SIF events and how they can be prevented.

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).

PAST PERFORMANCE IS NOT A GUARANTEE OF FUTURE RESULTS. ANY STATEMENTS REGARDING PAST PERFORMANCE ARE NOT GUARANTEES OF FUTURE PERFORMANCE AND ACTUAL RESULTS MAY DIFFER MATERIALLY.

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