

# HUMAN RESOURCES POLICY

Scientific Drilling International, Inc. is a global enterprise dedicated to its core values, excellence of service and employee commitment to safety and training.

Our core competencies in Human Resource Management enable us to support the global enterprise in meeting its goals through its most valuable resource – its people. Our commitment is to provide an engaged workforce who work together to further the goals of our company and perform to the best of their ability.

## OUR PRINCIPLES

- Strive to provide strategic HR Management and surpass departmental goals and objectives
- Dedication to the engagement, development and pursuit of excellence in all employees
- Manager Involvement in all aspects of personnel management and policy development

## OUR OBJECTIVES

- Support training, development and education promoting individual and team success
- Develop core leadership values in safety, integrity, teamwork, innovation, passion and humanity
- Increase the overall value to the company by effective organizational skills, pro-active efforts and continuous improvement

## OUR METHODS

- Support managers/supervisors in recruitment, development and retention of employees
- Deliver proactive policies and services supporting global cultural dynamics
- Involve employees in their career development and continuous improvement process

This Human Resources Policy shall be regularly monitored and reviewed to ensure ongoing effectiveness and suitability.



**Dana Armstrong**

*Senior Vice President & Chief Financial Officer*



**Phil Longorio**

*Chief Executive Officer*