

What if my supervisor makes work difficult for me after I bring my dispute to the DRP?

Weatherford forbids retaliation for using the DRP. If you feel someone is retaliating against you for using any of the options of the program, contact an ombudsman, Human Resources, Legal, or Compliance or submit a report through Listen Up.

What can I do to seek relief if I believe my legally protected rights have been violated?

If you believe your legally protected rights have been violated, your first step can be to contact an ombudsman to discuss all your options.

Will I still be able to go to the Equal Employment Opportunity Commission (EEOC) or the National Labor Relations Board (NLRB)?

Yes. The DRP applies to relief you may seek personally through the courts for a workplace dispute. You are still free to consult the appropriate state Human Rights Commission, the EEOC, the NLRB, or any other government regulatory agency regarding your workplace problem.

Who is covered?

Most employees working for Weatherford companies are covered by the DRP. The only employees not covered are:

- Those who are covered by a collective bargaining agreement that does not include the DRP.
- Those working outside the United States and not governed by U.S. laws.

Unless the specific exceptions noted above apply to you, you are covered if you apply for, accept, or continue current employment with Weatherford after January 1, 2017.

The DRP requires that that certain legal disputes not resolved through Options 1, 2, or 3 be submitted to final and binding arbitration rather than to a jury or through the courts.

What's an ombudsman?

The ombudsman's role has a long and honorable tradition of protecting against abuse, bias, retaliation, improper treatment, and unfairness. The word "ombudsman" is derived from a Swedish term meaning "about both." The duty of an ombudsman is to resolve disputes without representing any party involved in the conflict. Weatherford has adopted the Code of Ethics and Standards of Practice of the International Ombudsman Association which dictates confidentiality and neutrality. Therefore, communication with the DRP is considered "privileged" and as such does not constitute "notice" to the organization. What this means in simple terms is that when you speak with a DRP team member, you are not talking with a Company representative; you are talking with a designated neutral – an ombudsman.

Notice and Reporting Obligations

Your communication with a DRP ombudsman is considered "privileged" and "confidential" and, as such, does not constitute "notice" to Weatherford.

Code of Business Conduct Concerns must be reported to Compliance and/or via the Compliance helpline at www.listenupwft.com. The DRP can be contacted to resolve employment issues arising from such concerns, but because the DRP is neutral and confidential, contacting the DRP does not satisfy reporting obligations all employees have to report Code of Business Conduct issues.

Who uses the DRP and for what kinds of problems?

All levels of employees can and do use the DRP. You can resolve concerns about termination, conflicts with a co-worker, retaliation for raising a concern or complaint, disciplinary or supervisory issues, unfair treatment, compensation concerns, or issues with hiring, to name just a few.

If your destination is resolution, the DRP can help you find the right path to get there.

If you have a work-related problem, or if you are responsible for handling or responding to employee concerns, the DRP can help. Its purpose is to offer you flexible options for airing and settling almost every kind of workplace conflict, while maintaining strict adherence to confidentiality and neutrality.

The DRP helps resolve disputes ranging from minor misunderstandings to violations of legally protected rights. The goal of the DRP is to resolve disputes quickly and fairly, repair damaged relationships, and foster a better work environment.

How do I contact the DRP?

The DRP has a dedicated phone line that puts you directly in touch with an ombudsman to get free, expert, and confidential advice. You can call the DRP during normal business hours at 713-836-4010 or toll-free after hours at 844-606-4529. You don't need to give your name in order to get help. You may remain anonymous and just ask questions. Or, you may wish to give the details of your situation and be coached through any or all of the options. How you use the DRP is entirely up to you.

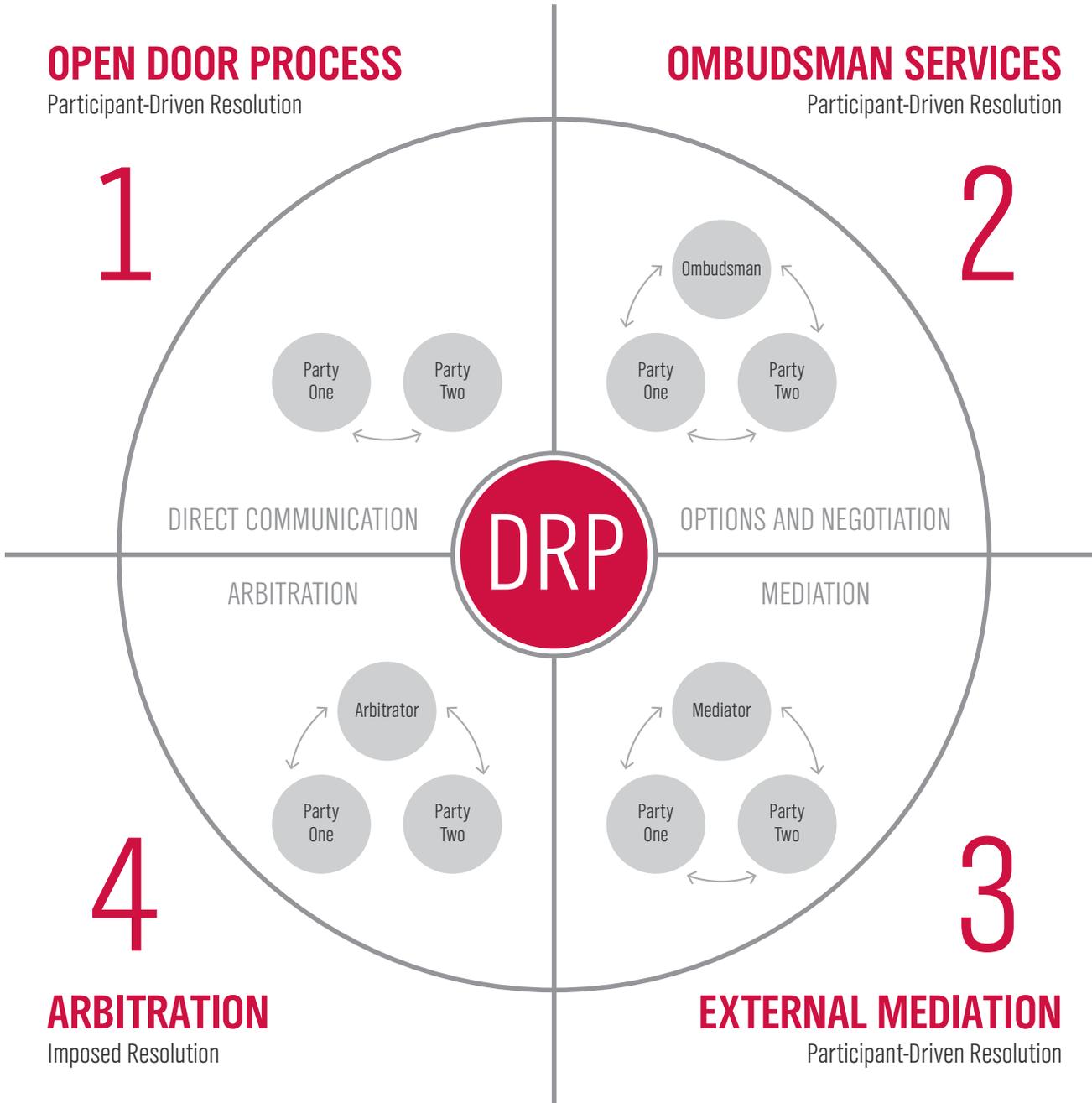


WEATHERFORD DISPUTE RESOLUTION PROGRAM

Flexible options designed to help resolve conflicts in the workplace.

How it Works

The Dispute Resolution Program (DRP) has four options you can use in any order, depending on the nature of your dispute.



Four Options

Open Door (1)

Because the Open Door process has proven to be the most effective option for resolving work-related disputes, we encourage people to use this option first. It provides immediate access to all levels of management. You may also call the DRP for confidential assistance from an ombudsman. Your ombudsman can coach you and give you tips on how to guide your "direct communication" to a mutually agreeable conclusion.

Ombudsman Services (2)

This option allows you to customize your approach to your workplace concern. It can provide a setting for you to discuss your situation with an ombudsman in a confidential and neutral manner. With your permission, the ombudsman can gather information for you, help you identify options for resolution using other internal resources, or coach you on how to help yourself. In the past, this option has proven to be a valuable method for resolving disputes at the lowest possible level, as it can work quickly and promotes a better work environment.

External Mediation (3)

This process gives you the opportunity to resolve your dispute with assistance from a trained, independent mediator from outside the Company. The mediator makes suggestions for resolution, but doesn't decide how you'll resolve the dispute. That's up to you and the Company.

Arbitration (4)

A process in which you and the Company present your dispute to an arbitrator for a final and binding decision. The arbitrator can award any remedy you might receive in a court of law. The DRP uses two external organizations that provide impartial arbitrators. Because arbitration is final and binding, you are encouraged to contact an ombudsman before filing for arbitration. Your ombudsman will help you ensure that all of the more collaborative options have been exhausted.

**To start down the road to resolution,
contact the Dispute Resolution Program**

Confidential Helpline

713-836-4010 or 844-606-4529 toll-free after normal business hours

Website <http://www.weatherford.com/drp>

Confidential Fax 713-836-5105