

## Halliburton People Performance Results

**Employee's Name:** Gagliano, Jesse Marc  
**Date Prepared:** 19-Jan-2010

**PPR #: 1053937**  
**PPR Year: 2010**

## Performance Expectations

**This section allows the employee and the supervisor/manager to create an agreement that**

- Establishes performance objectives that will enable the employee to create value for the company
- Aligns employee performance with with functional goals and local business plans
- Identifies action steps and support needed to assist in achieving objectives
- Establishes solid measurements to show objective achievement
- Aligns objectives with the Performance Improvement Initiative (PII): health and safety, environment, and service quality.

[illegible]

**Highly Confidential**

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	<ul style="list-style-type: none"> <li>- Encourage participation in local health fairs</li> </ul> <p>Understand Hurricane Contingency Plan.</p>	<ul style="list-style-type: none"> <li>- Participate in (1) per quarter customer safety meetings.</li> <li>- Attend Smith driving instructor led class/refresher I-learn course</li> <li>- Get yearly health screening</li> </ul> <p>Inform customer and follow company procedures on hurricane contingency plan.</p>	
<b>Financial Accountability - Be the leader in financial performance</b>	<p>Assure understanding of financial targets to be achieved</p> <ul style="list-style-type: none"> <li>- Identify new product / technology opportunities</li> <li>- Identify market share growth opportunities</li> </ul> <p>Monitor costs.</p>	<p>GOM Revenue Plan \$937.3 GOM FBOI Plan \$137.8</p> <ul style="list-style-type: none"> <li>- New Product Revenue - TBD</li> <li>- Exceed - Provide and implement clear NPR strategy - Workflow chart with technologies and time lines</li> <li>- Facilitate technical strategy for target penetration on a designated account - Increase market share by 25% or add new customer</li> <li>- Manage T&amp;E Expenses</li> <li>- Manage IT spend.</li> </ul>	Not Assessed
<b>Talent Management - Best in Class BD Organization</b>	<ul style="list-style-type: none"> <li>- BD / Leadership training</li> <li>- Support respective PSL and account team business</li> <li>- Become "One Halliburton"</li> </ul>	<p>Participate in 2 BD Global Sales Development Competencies or LSU leadership school</p> <p>Updated "Playbooks" Quarterly</p> <p>Generate Monthly reports - Attend Sales and Account Team Meetings</p>	Not Assessed
<b>Operational Excellence - Promote the Application of Technology</b>	<ul style="list-style-type: none"> <li>- Generate customer perception of Halliburton as a technology leader</li> </ul> <p>Identify new product / technology opportunities.</p>	<p>Co-author 1 abstracts for industry papers</p> <ul style="list-style-type: none"> <li>- Support AR's with 10 Technology customer visits</li> <li>- Hold customer workshops</li> <li>- Engage operator Technical Expertise Holders 1/qtr. to understand customer's needs and feed back to our org.</li> <li>- Participate in at least 4 GOM Lunch &amp; Learn's</li> <li>- Hold 4 internal technology exchanges</li> </ul> <p>Exceed: Champion a new process or product.</p> <ul style="list-style-type: none"> <li>- Become industry society officer SPE/AACE/API or chapter lead.</li> <li>- Facilitate customer plant visit.</li> <li>- Facilitate and deliver a "One Halliburton" solution</li> </ul>	Not Assessed
<b>Mind the Gap: Strengthening the Bench - Mentor, coach and develop high performance sales team</b>	<p>Ensure GOM engineering pool is talented and trained for succession</p>	<p>Support development of TP's/AR's through training classes-3</p> <ul style="list-style-type: none"> <li>- Facilitate/Participate 1 Quarterly technology meeting or operational strategy meeting</li> </ul>	Not Assessed

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	Develop a training strategy for Technical Advisor's.  Succession Plan in place for team.  Monitor I-Learn compliance quarterly.	- Support BD rotation by facilitating weekly schedule -Support all break-out presentations  Identify technical and sales training available.  Keep Talent Profile current. Use Talent Profile to identify and develop Halliburton leaders.  Compliant with I-Learn requirements.	
<b>Mind the Gap: Service Quality</b> - Establish Halliburton as the leader in service quality	Review & follow Service Quality execution plan for GOM.  Provide fit for purpose solutions that maximizes wellbore value.  Resolve Irregular Jobs within 30 days.	Introduce and implement the new CV metrics and technology team processes  Perform or participate in 3 business performance reviews with customers to show value.  Follow IJR processes and close within 45 days	Not Assessed

### Development Expectations

This section will help identify and plan development activities that will enable you to achieve your performance expectations and to be more effective in your present or future job. This discussion between you and your manager should include career, skills, and knowledge improvement opportunities.

**Overall Rating** Not Assessed

<b>My Development Needs</b> What Experience, knowledge, or skill is needed?	<b>Development Plan</b> What actions are to be taken and by whom? (On-the-job experiences, special assignments, training, etc.)	<b>Timetable</b> When will the actions be taken?	<b>Rating</b>
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### Current Status

Role	Name	All Parties Agreed	Date/Time Last Agreed
Employee	Gagliano, Jesse Marc	✓	27-Apr-2010 07:05:02 AM

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**Halliburton People Performance Results**

**Employee's Name:** Gagliano, Jesse Marc  
**Date Prepared:** 28-Jan-2009

**PPR #:** 950205  
**PPR Year:** 2009

**Performance Expectations**

This section allows the employee and the supervisor/manager to create an agreement that

- Establishes performance objectives that will enable the employee to create value for the company
- Aligns employee performance with functional goals and local business plans
- Identifies action steps and support needed to assist in achieving objectives
- Establishes solid measurements to show objective achievement
- Aligns objectives with the Performance Improvement Initiative (PII): health and safety, environment, and service quality.

<b>Performance Objectives</b> Enter the overall objective for each performance expectation. These goals should align with your local business plan and PII.	<b>What I Will Do and Support Required</b> List your action steps for completing each objective. Also, list what support may be required from your manager, team, or others.	<b>Performance Measure</b> Give the quantitative measure that will show when the objective is achieved. Also show the expected completion date for the objective.	<b>Rating</b>
<b>Ethical Standards</b> - Complies with all company ethical and legal standards and processes.	1. Perform all duties and responsibilities in accordance with company ethics standards and policies.  2. Satisfy all Ethics/Compliance training requirements as set by corporate legal department.	1. Behaviors on job display commitment to COBC and company policies and standards.  2. All required Ethics/Compliance training requirements show as "Satisfied" as identified in I Learn.	Met expectations
<b>Operational Excellence</b> - - Establish Halliburton as the leader in service quality	"- Demonstrate to our customers Halliburton's differentiation and capture this value - Resolve Irregular Jobs within 30 days - Review Service Quality PII plan for GOM"	"- Decrease COPQ by 10% - Target ZERO dollars - Introduce and implement the new CV metrics - Perform or participate in (4) service quality reviews with customers to show value - Manage invoice dispute database"	Exceeded expectations
<b>Health, Safety, and Environment (HSE)</b> - - Demonstrate HSE Leadership	"- Lead by example - Review PII HSE plan for GOM - Behavior Based Safety involvement - Encourage safe driving - Encourage participation in local health fairs"	"- TRIR = 0 - LTI = 0 - VIR = .25 - Target - ZERO Incidents - Participate in (1) per quarter customer safety meetings - Attend Smith driving Instructor led class every 2 years/refreshers I-learn course"	Met expectations
<b>Financial Accountability</b> - - Be the leader in financial performance	"- Assure all financial targets are achieved - Identify market share growth - Identify new product / technology opportunities - Accounts Receivables <60 days"	"- Revenue plan \$979.6MM \$_____ Individual - GP plan \$284.8MM \$_____ Individual - FBOI Plan \$192.2MM - Market share reports - DSO target 62 days - Manage T&E Expense Budget with a 50% Reduction - Manage IT spend and reduce redundant mobile devices"	Met most expectations but room for improvement
<b>Other</b> - - Best in Class GOM Organization	"- Maintain Halliburton integrity - Push 5 S - Live the ""Red Rules"" - Become ""One Halliburton"""	"- Code of business conduct training and compliance - Carry a copy of the ""Red Rules"" in wallet - Compliant with BI-Weekly Sales and Rig Reports - Attend Sales and Account Team Meetings - Utilize Contract Approval	Exceeded expectations

		System - CAS for tenders and proposals for transactional business over \$1MM in value - Submit All contracts in the electronic Contracts Management System"	
<b>Talent Management</b> - - Mentor, coach, an develop high performance sales team.	"- Develop a training strategy for sales team. - Identify technical and sales training available. - Use Talent Profile to identify and develop Halliburton leaders.  - Monitor iLearn compliance quarterly."	"- Compliant with iLearn requirements. - Succession Plan in place for team. - Employee retention. - Talent profiles for each employee. - Focus on making Halliburton a great place to work."	Met most expectations but room for improvement

### Development Expectations

This section will help identify and plan development activities that will enable you to achieve your performance expectations and to be more effective in your present or future job. This discussion between you and your manager should include career, skills, and knowledge improvement opportunities.

**Overall Rating** Not Assessed

<b>My Development Needs</b> What Experience, knowledge, or skill is needed?	<b>Development Plan</b> What actions are to be taken and by whom? (On-the-job experiences, special assignments, training, etc.)	<b>Timetable</b> When will the actions be taken?	<b>Rating</b>
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### Current Status

Role	Name	All Parties Agreed	Date/Time Last Agreed
Employee	Gagliano, Jesse Marc	✓	23-Apr-2009 07:50:42 AM
Primary Manager	Dugas, Roger Wayne	✓	07-Dec-2009 07:37:12 AM

### Comments

Performance Expectations	Comments	Comment By
Complies with all company ethical and legal standards and processes.	Last saved: 19-Jan-2010 08:49:15 AM - I agree	Gagliano, Jesse Marc
Complies with all company ethical and legal standards and processes.	Last saved: 19-Jan-2010 07:10:47 AM - All I-Learn activities have been met. Demonstrates commitment to the COBC and company policies.	Dugas, Roger Wayne
- Establish Halliburton as the leader in service quality	Last saved: 19-Jan-2010 08:40:58 AM - Jesse had zero COPQ. Jesse is heavily involved with all BP audits for the cmt PSL.	Dugas, Roger Wayne
- Establish Halliburton as the leader in service quality	Last saved: 19-Jan-2010 08:49:42 AM - I agree	Gagliano, Jesse Marc
- Demonstrate HSE Leadership	Last saved: 19-Jan-2010 08:42:40 AM - Jesse had no accidents or injuries for 2009. Very proactive within BP toward safety.	Dugas, Roger Wayne
- Demonstrate HSE Leadership	Last saved: 19-Jan-2010 08:50:08 AM - I agree	Gagliano, Jesse Marc
- Be the leader in financial performance	Last saved: 19-Jan-2010 08:15:34 AM - Financial targets were not achieved for 2009 (87% to plan). However, the market was the leading factor in this. Met expense reduction target. All IT targets met.	Dugas, Roger Wayne
- Be the leader in financial performance	Last saved: 19-Jan-2010 08:50:43 AM - I agree	Gagliano, Jesse Marc

- Best in Class GOM Organization	Last saved: 19-Jan-2010 07:19:11 AM - Carries Red Rules in his wallet. Compliant with the COBC training. Attends sales meetings. Any contract submission has been followed.	Dugas, Roger Wayne
- Best in Class GOM Organization	Last saved: 19-Jan-2010 08:51:22 AM - I agree	Gagliano, Jesse Marc
- Mentor, coach, an develop high performance sales team.	Last saved: 19-Jan-2010 07:22:46 AM - Always willing to coach and mentor. Compliant in I-Learn. No succession plan.	Dugas, Roger Wayne
- Mentor, coach, an develop high performance sales team.	Last saved: 19-Jan-2010 08:52:26 AM - I agree with comments. I will update succession plan.	Gagliano, Jesse Marc

**PPR Final Assessment:**

<b>DME</b> Did not meet expectations <input type="checkbox"/>	<b>MM</b> Met most expectations <input type="checkbox"/>	<b>ME</b> Met expectations <input checked="" type="checkbox"/>	<b>EX</b> Exceeded expectations <input type="checkbox"/>	<b>SP</b> Superior Performance <input type="checkbox"/>
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Role	Name	Assess date	Comments
Primary Manager	Dugas, Roger Wayne	19-Jan-2010 09:02:00 AM	The BP account was at 87% to plan. However, the Marianas had left BP and if it would have stayed Jesse would have made or exceeded plan. Jesse continues to exhibit the qualities Halliburton expects from their employees. Jesse had a great 2009 year considering the market and we look forward to 2010.
Employee	Gagliano, Jesse Marc	19-Jan-2010 09:03:44 AM	<b>Employee Agrees:</b> I agree

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**Halliburton People Performance Results**

**Employee's Name:** Gagliano, Jesse Marc  
**Date Prepared:** 24-Jan-2008

**PPR #:** 832393  
**PPR Year:** 2008

**Performance Expectations**

This section allows the employee and the supervisor/manager to create an agreement that

- Establishes performance objectives that will enable the employee to create value for the company
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- Establishes solid measurements to show objective achievement
- Aligns objectives with the Performance Improvement Initiative (PII): health and safety, environment, and service quality.

<b>Performance Objectives</b> Enter the overall objective for each performance expectation. These goals should align with your local business plan and PII.	<b>What I Will Do and Support Required</b> List your action steps for completing each objective. Also, list what support may be required from your manager, team, or others.	<b>Performance Measure</b> Give the quantitative measure that will show when the objective is achieved. Also show the expected completion date for the objective.	<b>Rating</b>
<b>Ethical Standards</b> - Complies with all company ethical and legal standards and processes.	1. Perform all duties and responsibilities in accordance with company ethics standards and policies.  2. Satisfy all Ethics/Compliance training requirements as set by corporate legal department.	1. Behaviors on job display commitment to COBC and company policies and standards.  2. All required Ethics/Compliance training requirements show as "Satisfied" as identified in I Learn.	Met expectations
<b>Operational Excellence</b> - - Establish Halliburton as the leader in service quality	"- Demonstrate to our customers Halliburton's differentiation and capture this value - Resolve Irregular Jobs within 30 days - Review Service Quality PII plan for GOM"	"- Decrease COPQ - Target ZERO dollars - Perform service quality reviews with customers to show value - Manage invoice dispute database"	Met expectations
<b>Health, Safety, and Environment (HSE)</b> - - Demonstrate HSE Leadership	"- Lead by example - Review PII HSE plan for GOM - Behavior Based Safety Involvement - Encourage safe driving - Encourage participation in local health fairs"	"- TRIR = 0; GOM TRIR = TBD - LTI = 0; GOM LTI = TBD - VIR = 0; GOM VIR = TBD - Target - ZERO Incidents - Participation in GATOR; 1 observations/month - Attend Smith driving instructor led class every 2 years/refresher i-learn course"	Met expectations
<b>Financial Accountability</b> - - Be the leader in financial performance	"- Assure all financial targets are achieved - Drive pricing improvements - Identify market share growth - Identify new product / technology opportunities - Accounts Receivables <60 days"	"- Revenue plan \$1060 - Profit plan \$260.7 - New product revenue - Market share reports - Pricing index - DSO report - Manage Expense Budget"	Met expectations
<b>Other</b> - - Best in Class GOM Organization	"- Maintain Halliburton integrity - Push 5 S - Live the ""Red Rules"" - Become ""One Halliburton"""	"- Code of business conduct training and compliance - Carry a copy of the ""Red Rules"" in wallet - Compliant with BI-Weekly Sales and Rig Reports - Attend Sales and Account Team Meetings - Utilize Contract Approval System - CAS for tenders and proposals for transactional business over \$1MM in value - Submit All contracts in the electronic Contracts Management System"	Met expectations

<b>Talent Management</b> - - Mentor, coach, and develop high performance sales team.	"- Develop a training strategy for sales team. - Identify technical and sales training available. - Use Talent Profile to identify and develop Halliburton leaders. - Monitor iLearn compliance quarterly."	"- Compliant with iLearn requirements. - Succession Plan in place for team.  - Employee retention. - Talent profiles for each employee.  - Focus on making Halliburton a great place to work."	Exceeded expectations
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### Development Expectations

This section will help identify and plan development activities that will enable you to achieve your performance expectations and to be more effective in your present or future job. This discussion between you and your manager should include career, skills, and knowledge improvement opportunities.

**Overall Rating** Not Assessed

<b>My Development Needs</b> What Experience, knowledge, or skill is needed?	<b>Development Plan</b> What actions are to be taken and by whom? (On-the-job experiences, special assignments, training, etc.)	<b>Timetable</b> When will the actions be taken?	<b>Rating</b>
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### Current Status

Role	Name	All Parties Agreed	Date/Time Last Agreed
Employee	<u>Gagliano, Jesse Marc</u>	✓	12-Mar-2008 05:28:06 PM
Primary Manager	<u>Landis, John Richard</u>	✓	20-Mar-2008 09:32:17 AM

### Comments

Performance Expectations	Comments	Comment By
Complies with all company ethical and legal standards and processes.	Last saved: 28-Jan-2009 04:01:52 PM - I Agree	Gagliano, Jesse Marc
Complies with all company ethical and legal standards and processes.	Last saved: 28-Jan-2009 04:00:15 PM - Jesse in compliant with all COBC requirements.	Landis, John Richard
- Establish Halliburton as the leader in service quality	Last saved: 28-Jan-2009 04:02:28 PM - Jesse had zero IJR's for BP during 08 on the Horizon. He is proactive in controlling COPO.	Landis, John Richard
- Establish Halliburton as the leader in service quality	Last saved: 28-Jan-2009 04:02:46 PM - Agree	Gagliano, Jesse Marc
- Demonstrate HSE Leadership	Last saved: 28-Jan-2009 04:03:17 PM - Jesse had a safe 08 both in personal and vehicle incidents.	Landis, John Richard
- Demonstrate HSE Leadership	Last saved: 28-Jan-2009 04:03:36 PM - Agree	Gagliano, Jesse Marc
- Be the leader in financial performance	Last saved: 28-Jan-2009 04:06:15 PM - BP was 94% to our revenue plan for 08. Jesse was close to plan while maintaining his expense budget.	Landis, John Richard
- Be the leader in financial performance	Last saved: 28-Jan-2009 04:06:33 PM - Agree	Gagliano, Jesse Marc
- Best in Class GOM Organization	Last saved: 28-Jan-2009 04:08:12 PM - Jesse is compliant with all his reports. He is also compliant on his iLearn training.	Landis, John Richard
- Best in Class GOM Organization	Last saved: 28-Jan-2009 04:08:39 PM - Agree	Gagliano, Jesse Marc



- Mentor, coach, an develop high performance sales team.	Last saved: 28-Jan-2009 04:10:34 PM - Jesse can be relied upon to mentor the operational team to maintain quality delivery.	Landis, John Richard
- Mentor, coach, an develop high performance sales team.	Last saved: 28-Jan-2009 04:11:03 PM - Agree	Gagliano, Jesse Marc
<b>PPR Final Assessment:</b>		
<b>DME</b> Did not meet expectations <input type="checkbox"/>	<b>MM</b> Met most expectations <input type="checkbox"/>	<b>ME</b> Met expectations <input checked="" type="checkbox"/>
		<b>EX</b> Exceeded expectations <input type="checkbox"/>
		<b>SP</b> Superior Performance <input type="checkbox"/>
<b>Role</b>	<b>Name</b>	<b>Assess date</b>
Primary Manager	Landis, John Richard	28-Jan-2009 04:17:48 PM
The BP account was 94% to its Cementing plan for 08. Jesse was a major contributor to this success. We have also renewed the contract for a 3 year term. We have developed a very strong relationship with BP for the Cementing PSL. We look forward to 09.		
Employee	Gagliano, Jesse Marc	28-Jan-2009 04:18:54 PM
<b>Employee Agrees:</b>		

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