

Slide 1 - Slide 1

The slide features a green header bar at the top. On the left side of the header is the Precision Skills University logo, which includes a circular emblem with a gear and the text 'Precision Skills University' and 'SCHOOL OF BUSINESS SUPPORT' below it. On the right side of the header are 'Back' and 'Next' navigation buttons. The main body of the slide has a background image of an oil drilling rig at night. Overlaid on the left side of the image is the 'Precision DRILLING' logo. On the right side, the text 'HIGH PERFORMANCE HIGH VALUE' is displayed in large, white, sans-serif capital letters. At the bottom of the slide, on a white background, the text 'WHAT WE EXPECT OF YOU' is in green, followed by 'MODULE 1: INTEGRITY' in green, and 'LESSON 2: Conflict of Interest' in grey.

Text Captions

**WHAT WE EXPECT OF YOU**  
**MODULE 1: INTEGRITY**

LESSON 2: Conflict of Interest

## Slide 2 - Slide 2



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# WHAT WE EXPECT OF YOU - MODULE 1: INTEGRITY

## LESSON 2: Conflict of Interest

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L LESSON INTRO

## Welcome to

### WHAT WE EXPECT OF YOU

#### MODULE 1: INTEGRITY


#### LESSON 2: CONFLICT OF INTEREST

The second lesson of **Precision Drilling's** Corporate Policy Compliance course.

- In Lesson 2, you will explore Conflict of Interest and how to avoid it while working at **Precision**.
- Once you have finished Lesson 2, you will possess an understanding of how the way you deal with conflicts of interest plays a big part in creating an ethical work culture at **Precision**.
- When you are ready to begin Lesson 2, please click the "NEXT" button in the upper right hand corner.




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## CONFLICT OF INTEREST - SCENARIO



### STOCK OPTIONS

As part of his job role, James works closely with **Precision's** suppliers. He often reviews and evaluates their bids and approves agreements and/or contracts between their sales/legal departments and **Precision**. He recently reviewed his 401k stock portfolio and realized he owns some stock in one of **Precision's** suppliers with whom he works directly.

What should James do?

- **Scenario 1:** Sell the stock immediately as ownership of it is a conflict of interest?
- **Scenario 2:** Keep the information about the stock a secret?
- **Scenario 3:** Ask Leslie, a co-worker, to handle all business with the supplier in question moving forward?
- **Scenario 4:** Ask his father for advice about the conflict of interest?
- **Scenario 5:** Seek guidance from **Precision's** own Legal Department?

**What would YOU do in a similar situation?**

## Text Captions

CONSIDER

## CONFLICT OF INTEREST - SCENARIO

## STOCK OPTIONS

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**What would YOU do in a similar situation?**



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CONSIDER

## CONFLICT OF INTEREST - SCENARIO



### What should James do?

**Scenario 1:** Quickly sell the stock; owning it is a conflict of interest

- Answer:** Immediately selling the stock - no questions asked - might turn out to be a big mistake for James financially. Depending on the circumstances, James actually may be allowed to keep the stock. You never know unless you ask.

**Scenario 2:** Keep the information about the stock a secret

- Answer:** Deception and dishonesty is never the appropriate course of action

**Scenario 3:** Ask a coworker to work with the supplier moving forward

- Answer:** Removing himself might seem like a good option, but James is not the proper person to make this decision

**Scenario 4:** Ask his father for advice about the conflict of interest

- Answer:** looking for a solution from a family member is not appropriate

The correct answer is for James to report his conflict to the appropriate internal resource.

If you find yourself in a similar situation where your personal interests override or compete with the best interests of **Precision**, or if you are unsure whether a conflict of interest even exists at all, please seek advice and guidance from your supervisor or the Legal department.

## Text Captions

CONSIDER

## CONFLICT OF INTEREST - SCENARIO

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## OBSERVE

When you are ready to move forward to “**Observe**,” please click the “**NEXT**” button.

## Slide 6 - Slide 6



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CP1 Conflicts of Interest - Definition

OBSERVE

**THE DEFINITION OF CONFLICT OF INTEREST**

What exactly does the phrase "Conflict of Interest" actually mean?

Below, you will find the dictionary definition of "Conflict of Interest."

Please study the definitions of the phrase "Conflict of Interest" below in detail until you are satisfied with your understanding of them.

When you are finished, please click the "NEXT" button.

con·flict of in·ter·est

*noun*

a situation in which the concerns or aims of two different parties are incompatible.  
"the conflict of interest between elected officials and corporate lobbyists"

- a situation in which a person is in a position to derive personal benefit from actions or decisions made in their official capacity.  
"Watson quit his job after questions about a possible conflict of interest"

## Text Captions

OBSERVE

## CP1 Conflicts of Interest - Definition

**THE DEFINITION OF CONFLICT OF INTEREST**


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OBSERVE

### CP1 Conflicts of Interest - Definition



**So - what exactly is a "Conflict of Interest?"**

At **Precision**, conflicts of interest occur when a personal or family decision or interest interferes with, takes priority over or competes with **Precision's** corporate interests. You can find yourself in a "Conflict of Interest" if the situation makes it difficult or it interferes or conflicts with your ability to perform your duties and affects your ability to conduct business objectively, effectively and without bias.

Avoiding these types of conflicts helps our organization maintain fair and honest practices.

**Types Of Conflicts**

At **Precision**, conflicts of interest generally tend to fall into the following three categories:

- Relationships In The Workplace
- Competing With Precision
- Additional, Outside And Other Work

Please click the "NEXT" button above to explore more information about each conflict type.

## Text Captions

OBSERVE

## CP1 Conflicts of Interest - Definition

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OBSERVE

## CP1 Conflicts of Interest - Types of Conflicts


### Relationships in the Workplace

At **Precision**, it is important that all Human Resources decisions are made and are based on sound management practices.

This means special employment considerations/treatment never in any way should be given or received from a close personal friend and/or a relative - someone with whom you have a close personal relationship. Being directly involved in hiring family members or friends - as a Hiring Manager, for example - is a direct conflict of interest at **Precision**.

Additionally - you must always immediately inform **Precision** if you have a close personal relationship with a vendor, a supplier, a business partner, a customer, a competitor or an employee who is your supervisor or subordinate.

A subordinate is anyone with whom you have a direct or indirect reporting relationship. If you have a supervisory or subordinate relationship with a relative or close personal friend - someone with whom you have a close personal tie - report it immediately to your manager and/or a Human Resources representative. HR may relocate one of you or re-assign job duties if there's an actual or perceived conflict of interest.



## Text Captions

OBSERVE

## CP1 Conflicts of Interest - Types of Conflicts

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### CP1 Conflicts of Interest - Types of Conflicts

#### Competing With Precision - Definitions



You must always immediately inform **Precision** if you have a close personal relationship with any entity with whom **Precision** does business or is in direct competition.

In addition, you must immediately disclose to **Precision** any employment, financial and/or business relationship or interest you may with any entity with whom **Precision** does business or is in direct competition.

*"Any entity with whom **Precision** does business or is in direct competition" is defined as and includes and is not limited to:*

- Vendors
- Suppliers
- Business Partners
- Customers
- Competitors

## Text Captions

OBSERVE

### CP1 Conflicts of Interest - Types of Conflicts

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OBSERVE

### CP1 Conflicts of Interest - Types of Conflicts

#### Competing With Precision - Financial

Avoid financial or investment situations that compromise or appear to compromise your ability to act in **Precision's** best interests, including:



- Owning a significant share of stock in any entity with whom **Precision** does business or is in direct competition.
- Owning or controlling a significant interest in partnership with any entity with whom **Precision** does business or is in direct competition.
- Having a substantial investment, stake or authority in any entity with whom **Precision** does business or is in direct competition.
- Influencing a decision relating to a material contract or transaction in which **Precision** have or may potentially have an interest

## Text Captions

OBSERVE

### CP1 Conflicts of Interest - Types of Conflicts

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### CP1 Conflicts of Interest - Types of Conflicts

#### Competing With Precision - Employment

Avoid employment situations that compromise or appear to compromise your ability to act in **Precision's** best interests, including:



- Engaging in secondary employment as an employee or contractor for any entity with whom **Precision** does business or is in direct competition.
- Maintaining a work or business relationship on behalf of **Precision** in which you have, or someone close to you has, a personal, financial or employment interest (for example, an individual is both an employee and a vendor of **Precision**, or a relative is a vendor of **Precision**).
- Competing with **Precision** in any way - directly or indirectly - including serving as a director or consultant for any entity with whom **Precision** does business or is in direct competition.

## Text Captions

OBSERVE

### CP1 Conflicts of Interest - Types of Conflicts

#### Competing with Precision - Employment

Avoid employment situations that compromise or appear to compromise your ability to act in **Precision's** best interests, including:

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### CP1 Conflicts of Interest - Types of Conflicts

#### Additional, Outside and Other Work

You may be permitted to work another job while still employed by **Precision**, but a conflict may exist if you:

- Take work that interferes with your current job with **Precision**.
- Own a competing business.
- Work for a competitor or business partner of **Precision**.
- Use **Precision's** resources for your other job.
- Use **Precision's** property and/or information - or your position - for a personal and/or family benefit.
- Take or use an opportunity that arose through your current position with **Precision** for personal gain, unless **Precision** has already turned it down.



## Text Captions

OBSERVE

**CP1 Conflicts of Interest - Types of Conflicts****Additional, Outside and Other Work**

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## CP1 Conflicts of Interest

### Dealing With Conflicts

As an employee of **Precision**, it is your duty to always make decisions that are in **Precision's** best interest. It's important for everyone at **Precision** to maintain a reputation for fair business practices. Your actions, in partnership with our organization, can help ensure **Precision** succeeds honestly and fairly.

Conflicts and the perception of conflicts can put you, your team mates and **Precision** at risk. If you are involved in a situation that poses a conflict of interest, notify your supervisor immediately. If you are unsure if a conflict of interest exists, seek guidance from your supervisor, a Human Resources representative, or the Legal department. You have the obligation to inform your supervisor and/or HR representative as soon as you become aware of such situation.



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### CP1 Conflicts of Interest

#### Consequences of Conflicts

Conflicts of interest can damage reputations and lead to possible termination, fines, or imprisonment. Knowingly engaging in conflicted behavior and attempting to cover it up is dishonest and a violation of our Code of Business Conduct Policy.

Where full disclosure is involved, **Precision** may have to take action, including requiring you to transfer departments, to refrain from making certain decisions, or to sell investments.

The best way to avoid these consequences is to immediately notify us and disclose as soon as you become aware that there may be potential conflicts or if you have any questions or concerns.



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**CP1 Conflicts of Interest**  
Disclosure of Conflicts



Disclose all real, potential and perceived conflicts of interest to any of the following:

- Your direct supervisor or manager
- Chief Compliance Officer (CCO)
- HR Representative or Department
- Audit Services Department
- call **EthicsPoint**, our confidential, anonymous hotline
  - 1.866.292.8632 (US, Canada, Middle East),
  - 1.800.840.7907 (Mexico)
- go to [www.precisiondrilling.com](http://www.precisiondrilling.com) and click the secure **EthicsPoint** link at the bottom of the home page.

You have the obligation to inform your supervisor and/or HR Department at the very least as soon as you become aware of any real, potential and perceived conflict of interest.

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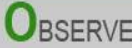
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## CP1 Conflicts of Interest

### Audits of Conflicts

**Precision's Audit Services Department** audits many aspects of **Precision's** business and annually asks you to disclose any actual or potential conflicts of interest when you review the Code and certify your compliance each year.

When Audit Services receives a report of any potential conflict of interest, it reviews the matter and works with different departments to reach a resolution. More complex issues may be escalated to the Compliance Committee and the Governance, Nominating and Risk Committee (GNRC) of the Board. In some cases, the Board will make the final decision about what actions to take. These can include all or any of the following: carrying out an internal and/or external investigation, making a significant change to the policy or making the matter public.

Audit Services keeps a report log of all incidents or suspected breaches of the policy and the action taken - including Conflicts of Interest.



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In the next section of Lesson 2, you will explore "Conflicts of Interest" through interactive Learning Activities.

When you are ready to begin the "**Develop**" Section, please click the "**NEXT**" button.

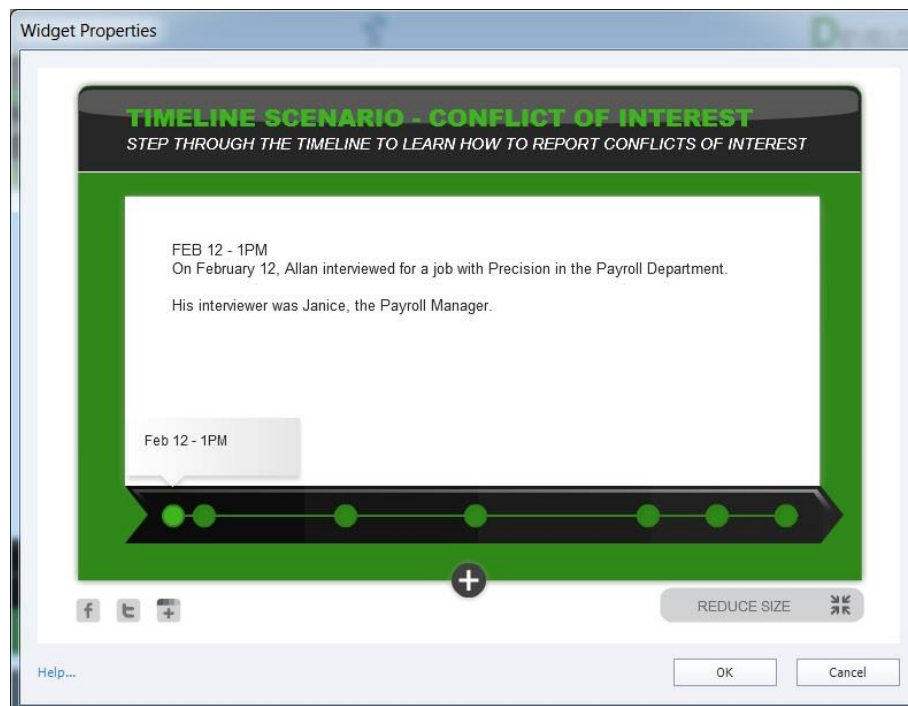
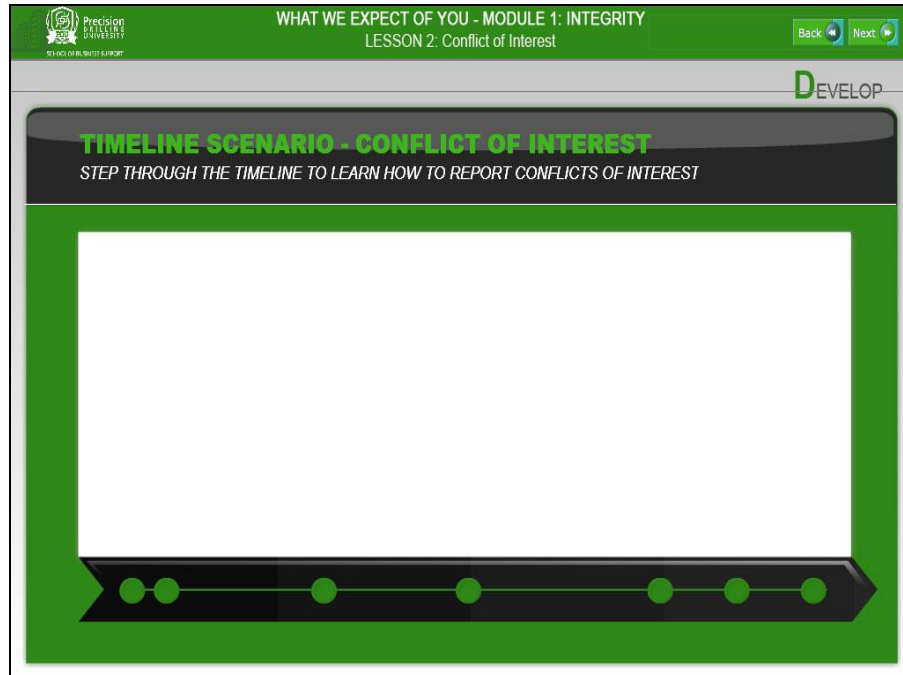
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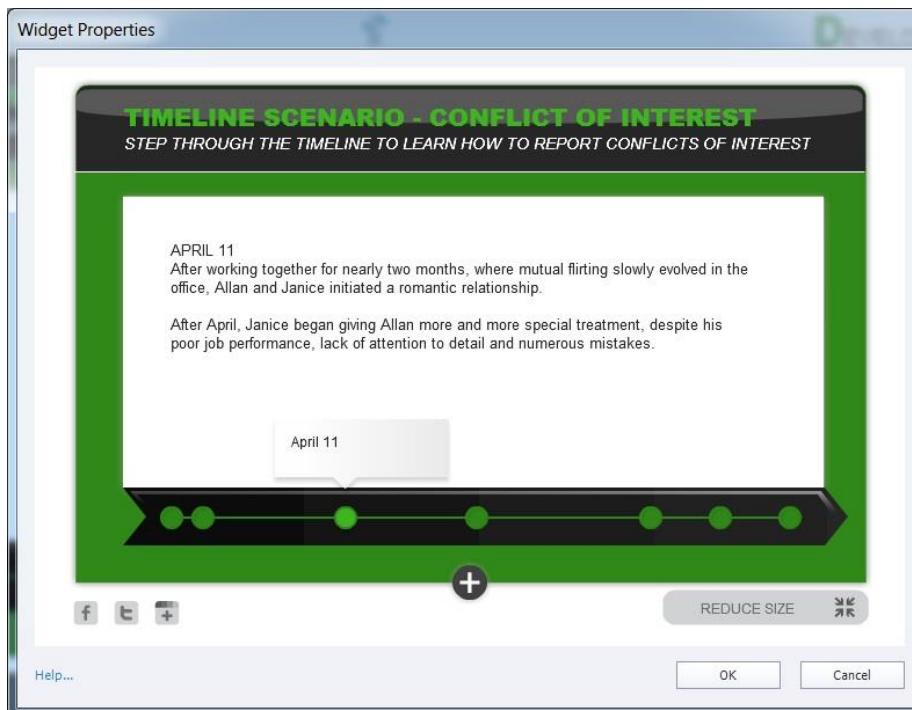
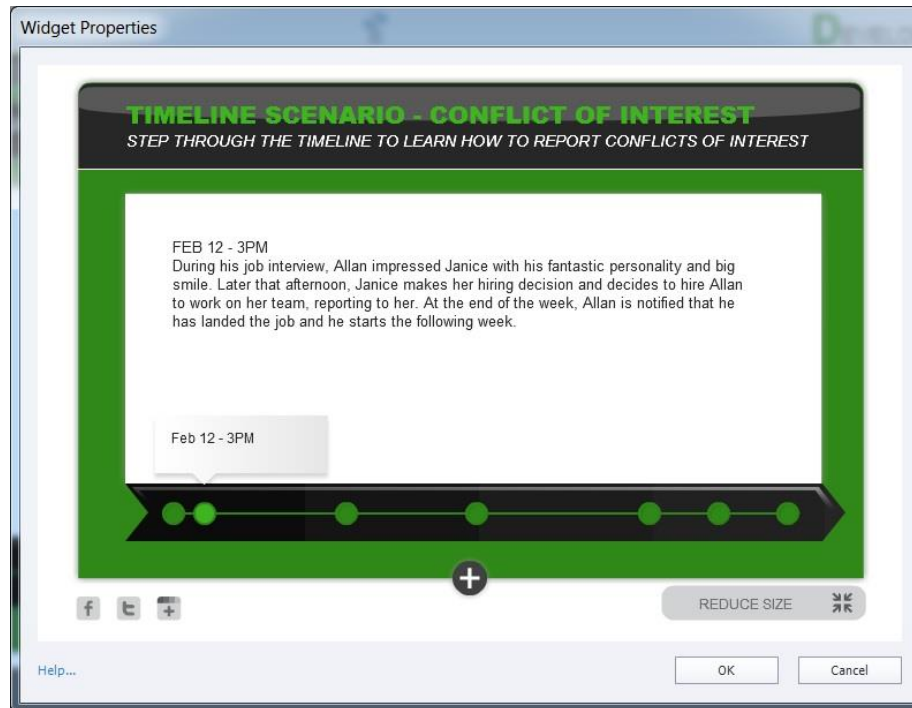
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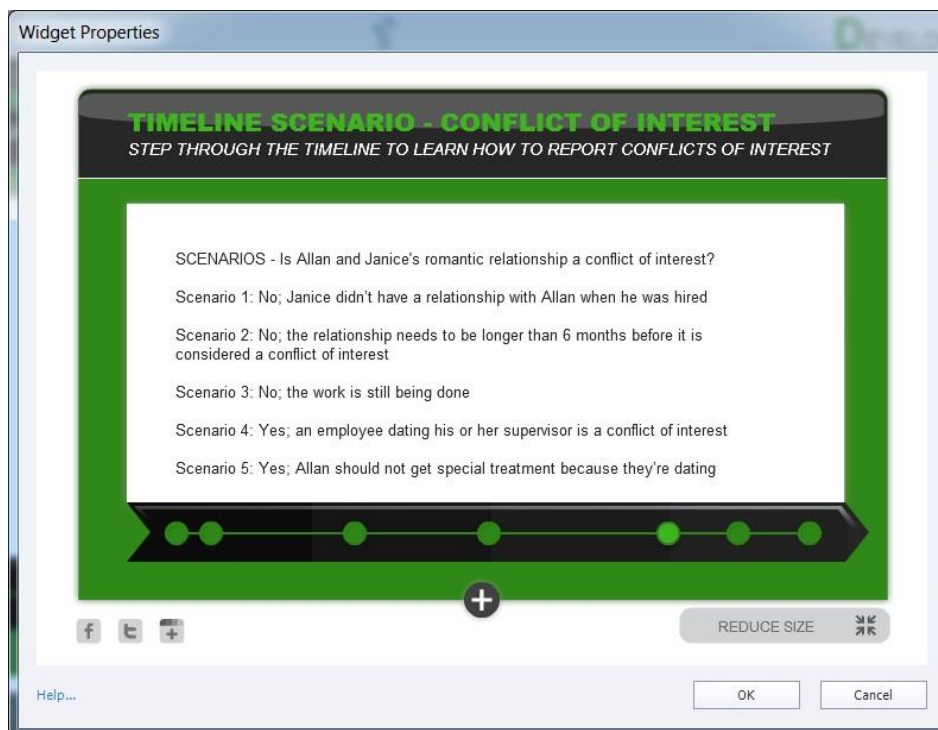
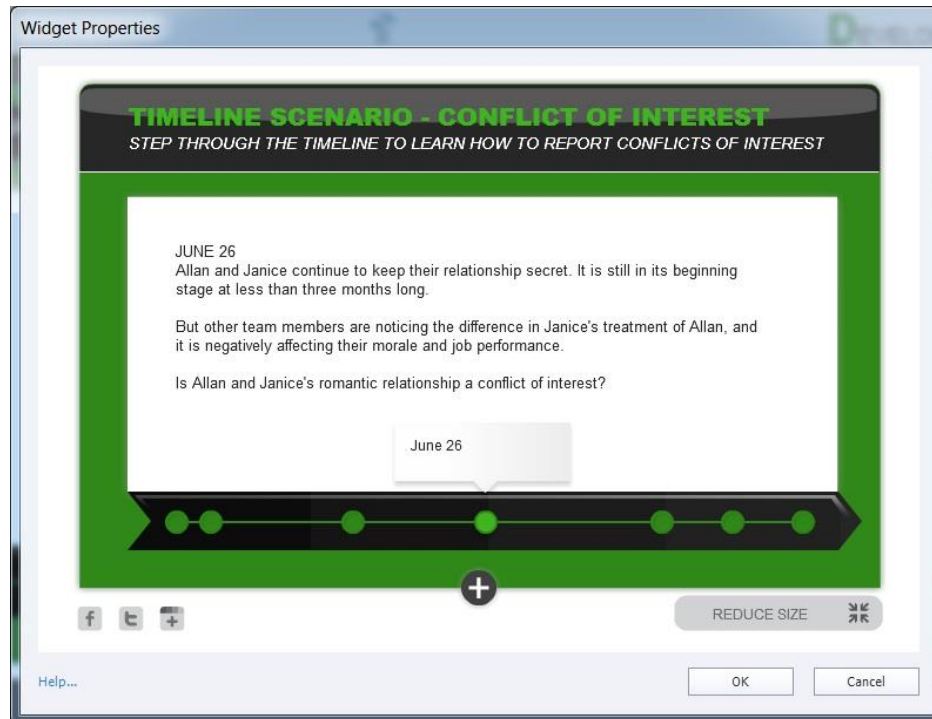
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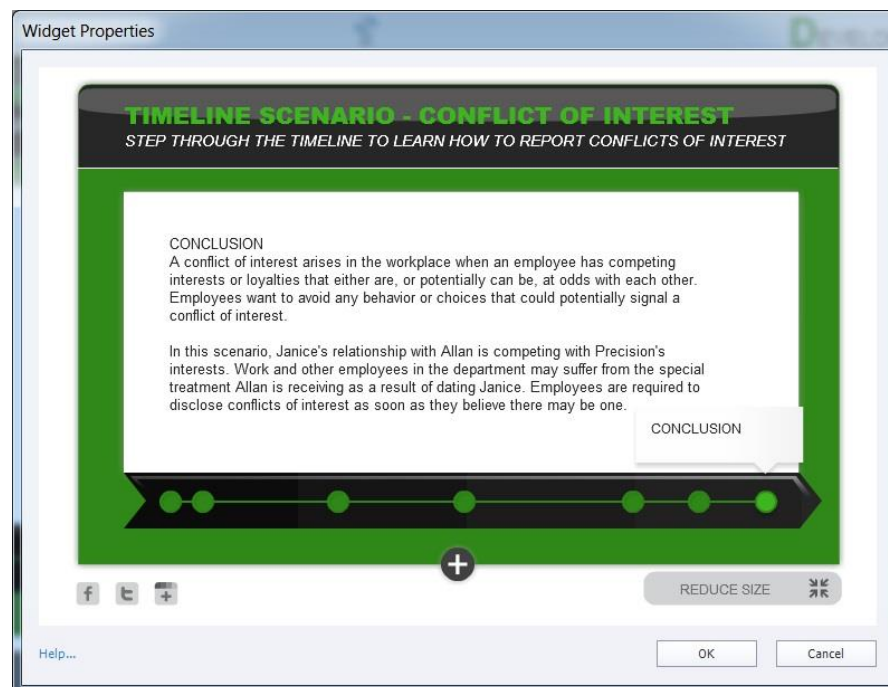
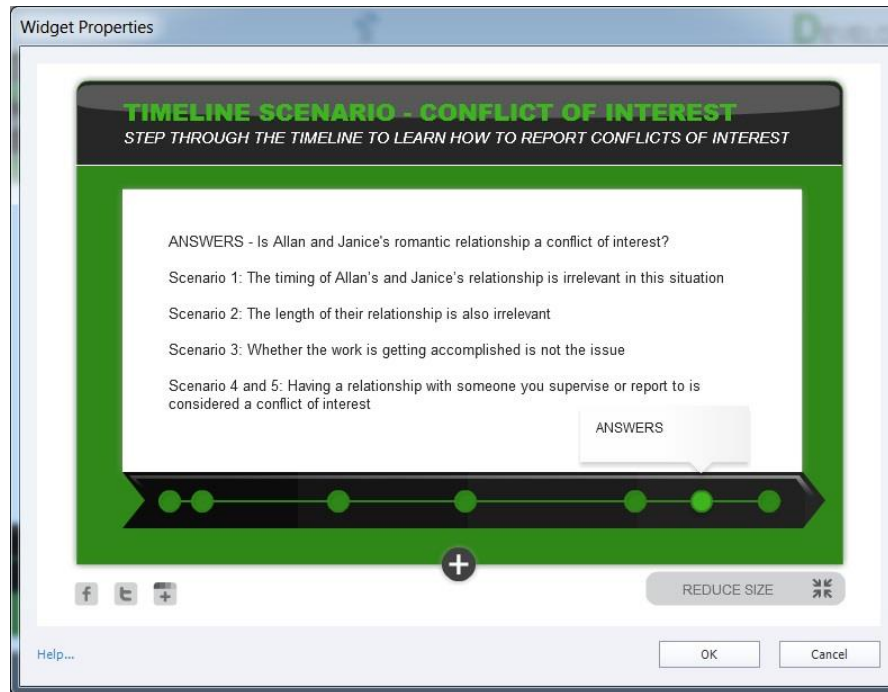
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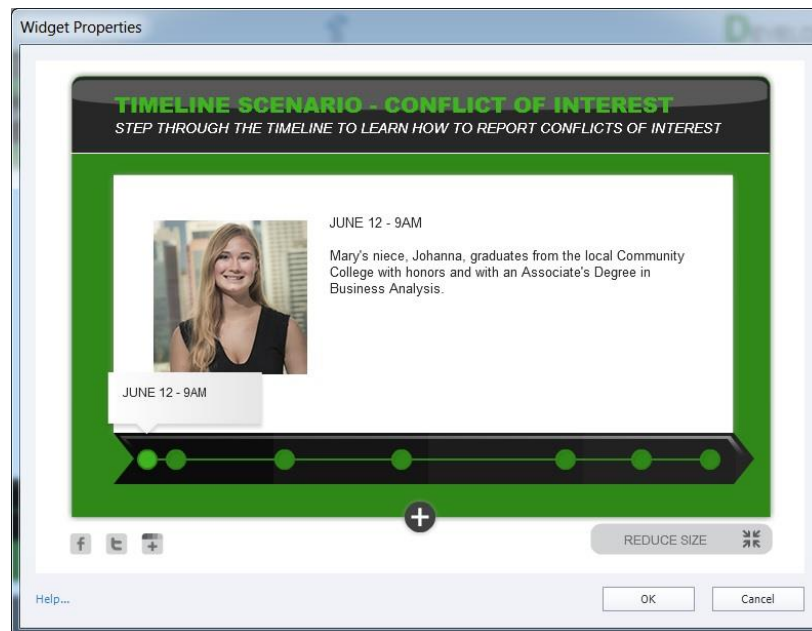
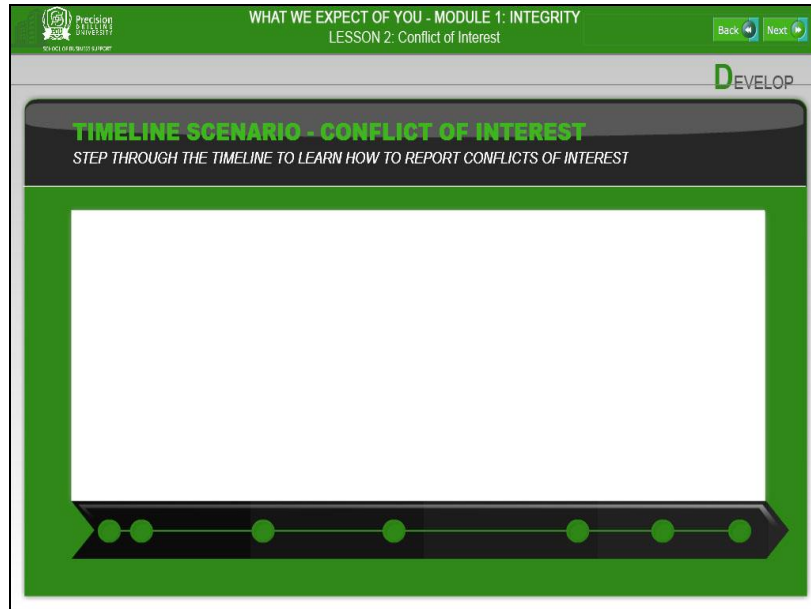


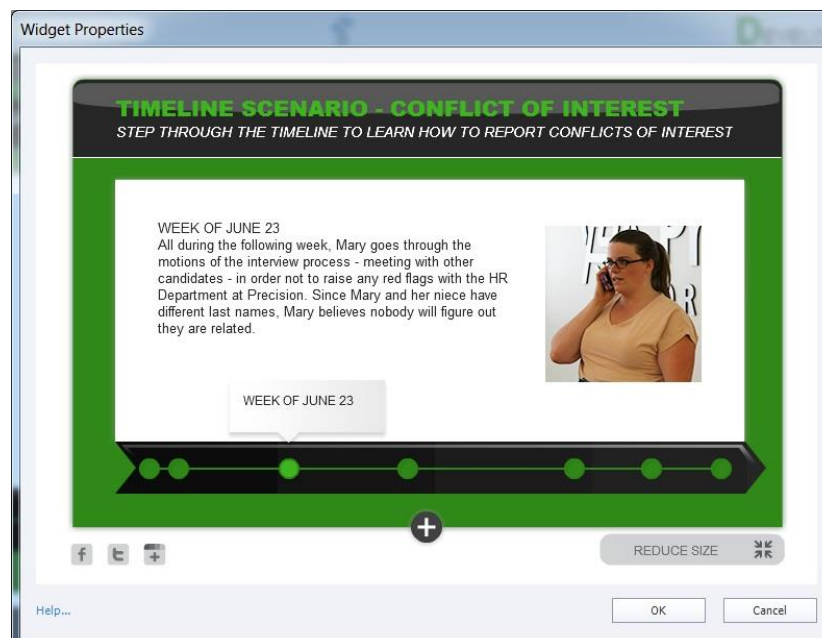
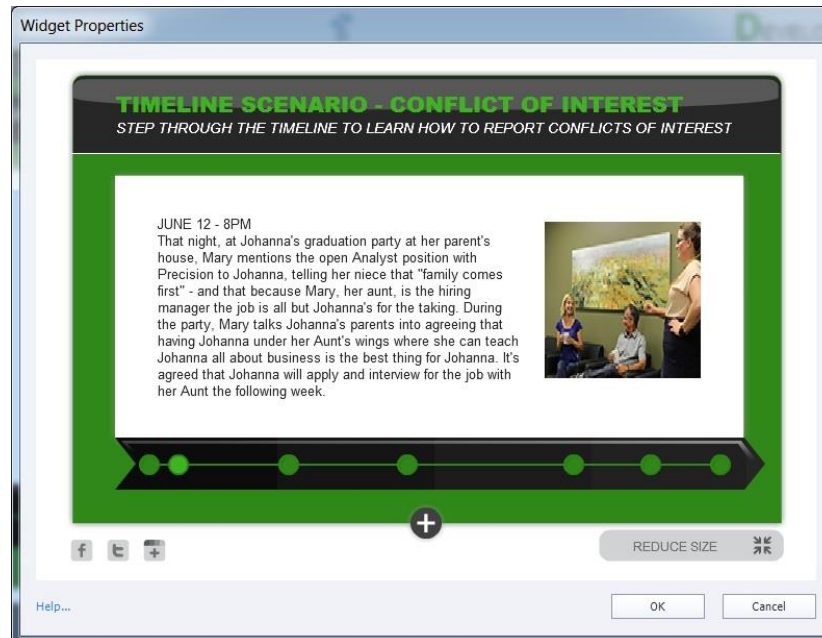


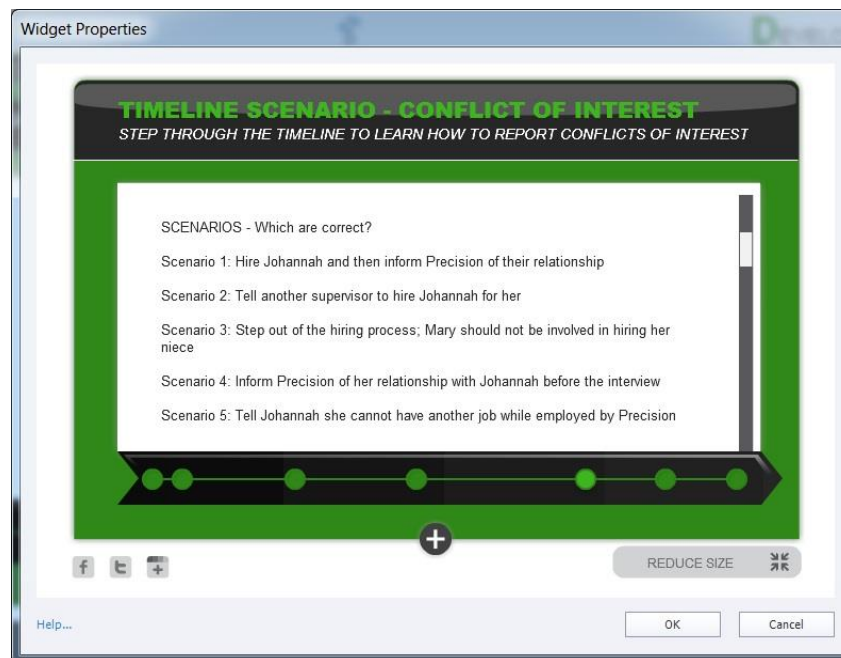
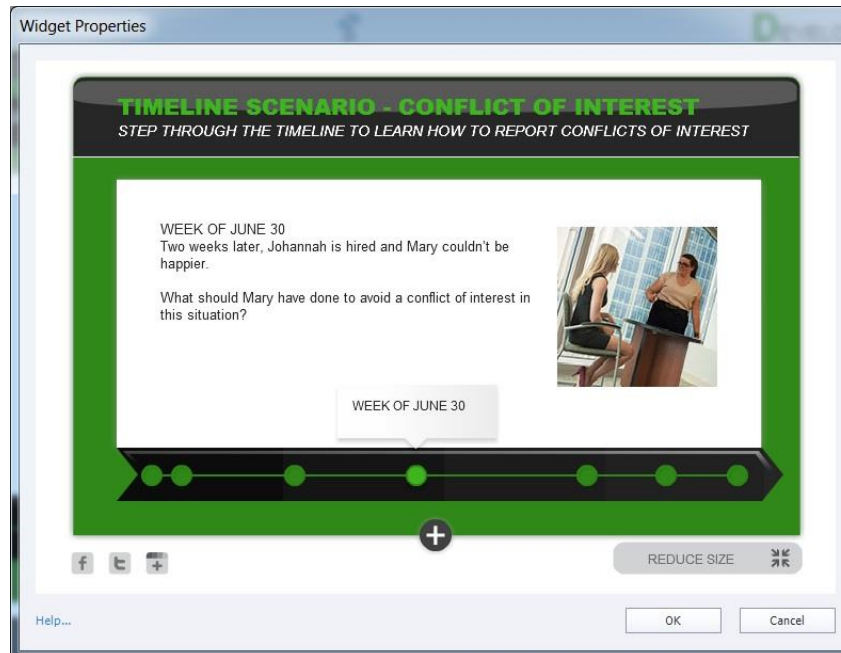




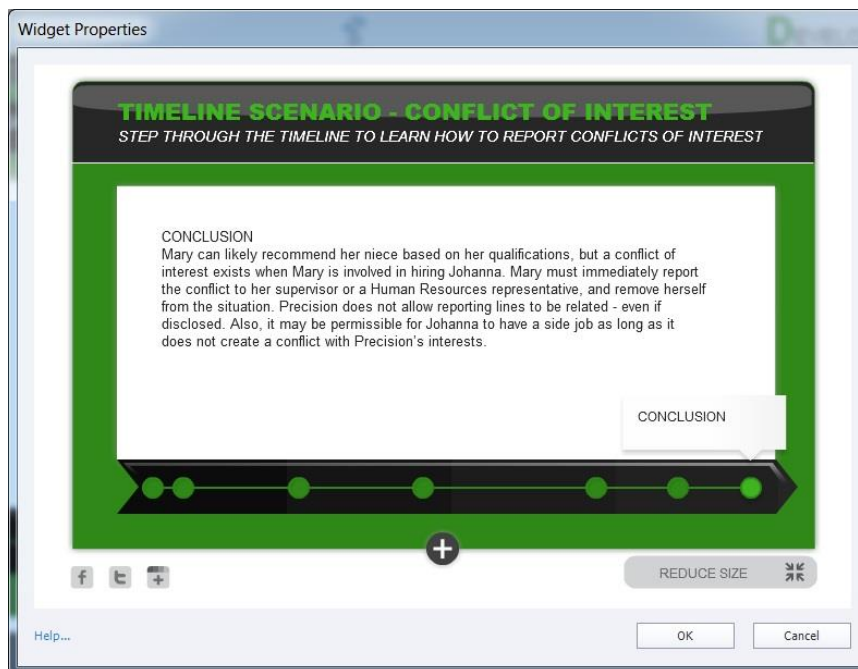
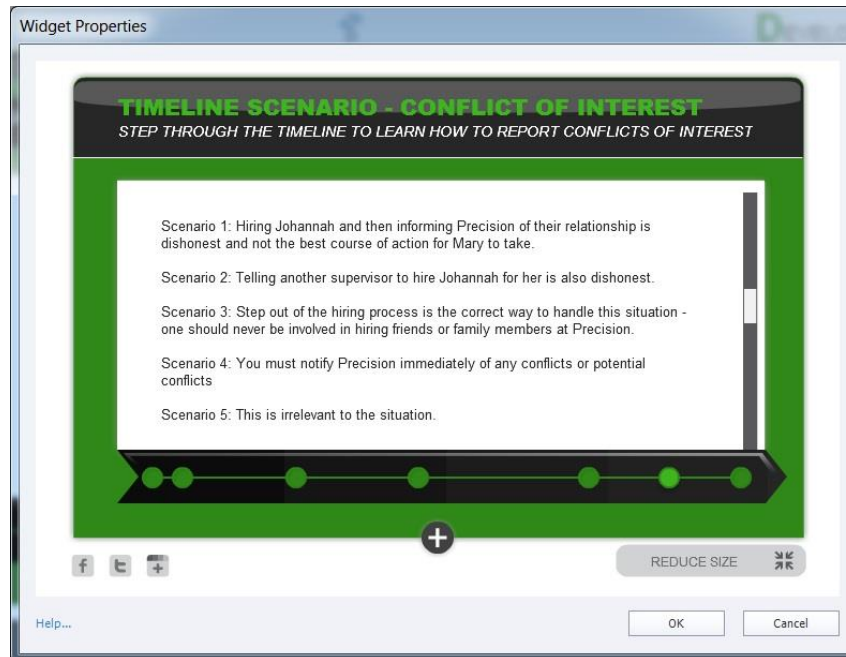
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## CP1 Conflicts of Interest

**PLEASE MOUSE OVER EACH PICTURE FOR MORE INFORMATION**

A conflict may exist if you



**RELATIONSHIPS**

- are hiring family members or friends.
- have personal relationships with vendors, suppliers, or customers.
- have a supervisory or subordinate relationship with a relative
- have a supervisory or subordinate relationship with someone with whom you have a close personal relationship.



**COMPETITION**

- own a competing business
- have substantial investment, stake or authority in a competitor or business partner
- work for a competitor or business partner



**OTHER WORK**

- take an opportunity that arose through your current position with **Precision**, unless **Precision** has already turned it down
- take work that interferes with your current **Precision** job
- use **Precision's** resources for your other job

If you are ever unsure about a conflict, seek guidance from your manager and/or supervisor, Human Resources representative, Legal Department or Audit Services group.

## Text Captions

DEVELOP

## CP1 Conflicts of Interest


A conflict may exist if you

- are hiring family members or friends.
- have personal relationships with vendors, suppliers, or customers.
- have a supervisory or subordinate relationship with a relative
- have a supervisory or subordinate relationship with someone with whom you have a close personal relationship.
- own a competing business
- have substantial investment, stake or authority in a competitor or business partner
- work for a competitor or business partner
- take an opportunity that arose through your current position with **Precision**, unless **Precision** has already turned it down
- take work that interferes with your current **Precision** job
- use **Precision's** resources for your other job

**EACH MOUSE OVER BULLET TEXT FOR EACH PICTURE ABOVE IS INITIALLY HIDDEN**

If you are ever unsure about a conflict, seek guidance from your manager and/or supervisor, Human Resources representative, Legal Department or Audit Services group.

## Slide 21 - Slide 21



Precision  
SKILLS  
UNIVERSITY  
SCHOOL OF BUSINESS SUPPORT


WHAT WE EXPECT OF YOU - MODULE 1: INTEGRITY  
LESSON 2: Conflict of Interest

BackNext

EXAM

In the final section of Lesson 2, “**Exam**,” you will be asked some simple questions as Knowledge Checks to showcase your mastery of Lesson 2 course material.

When you are ready to take this short, ungraded quiz, please click the “**NEXT**” button.



## Text Captions

EXAM

In the final section of Lesson 2, “**Exam**,” you will be asked some simple questions as Knowledge Checks to showcase your mastery of Lesson 2 course material.

When you are ready to take this short, ungraded quiz, please click the “**NEXT**” button.

## Slide 22 - Slide 22



Precision  
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SCHOOL OF BUSINESS SUPPORT

WHAT WE EXPECT OF YOU - MODULE 1: INTEGRITY  
LESSON 2: Conflict of Interest

Multiple Choice

EXAM

*Please select the best answer*

A conflict may exist if you



☐ A) are hiring family members or friends.

☐ B) have a close personal relationship with a vendor, supplier, business partner, customer, and/or competitor.

☐ C) have a supervisory or subordinate relationship with a relative.

☒ D) All of the above

Review Area

You must answer the question before continuing.

Question 1 of 5

<<

>>

Submit

## Text Captions

EXAM

*Please select the best answer*


A conflict may exist if you

- A) are hiring family members or friends.
- B) have a close personal relationship with a vendor, supplier, business partner, customer, and/or competitor.
- C) have a supervisory or subordinate relationship with a relative.
- D) All of the above

Question 1 of 5



## Slide 23 - Slide 23



Precision  
SKILLS  
UNIVERSITY  
SCHOOL OF BUSINESS SUPPORT


WHAT WE EXPECT OF YOU - MODULE 1: INTEGRITY  
LESSON 2: Conflict of Interest

Multiple Choice

EXAM

*Please select the best answer*

Avoid situations where you compete with **Precision** and which compromise or appear to compromise your ability to act in **Precision's** best interests, like when you:



- ☐ A) Conduct business between **Precision** and any organization in which you or a family member have an interest.
- ☐ B) have substantial investment in a competitor or business partner.
- ☐ C) work for a competitor or business partner.
- ☒ D) All of the above

Review Area

You must answer the question before continuing.

Question 2 of 5

<<

>>

Submit

## Text Captions

EXAM


*Please select the best answer*

Avoid situations where you compete with **Precision** and which compromise or appear to compromise your ability to act in **Precision's** best interests, like when you:

- A) Conduct business between **Precision** and any organization in which you or a family member have an interest.
- B) have substantial investment in a competitor or business partner.
- C) work for a competitor or business partner.
- D) All of the above

Question 2 of 5

## Slide 24 - Slide 24



Precision  
UNIVERSITY  
SCHOOL OF BUSINESS SUPPORT


WHAT WE EXPECT OF YOU - MODULE 1: INTEGRITY  
LESSON 2: Conflict of Interest

Multiple Choice

EXAM

*Please select the best answer*

You may be permitted to work outside **Precision Drilling**, but a conflict may exist if you:



☐ A) own a competing business.

☐ B) take work that interferes with your current Precision job.

☐ C) use Precision's resources for your other job.

☒ D) All of the above

Review Area

You must answer the question before continuing.

Question 3 of 5

<<

>>

Submit

## Text Captions


EXAM

*Please select the best answer*You may be permitted to work outside **Precision Drilling**, but a conflict may exist if you:

- A) own a competing business.
- B) take work that interferes with your current Precision job.
- C) use Precision's resources for your other job.
- D) All of the above

Question 3 of 5

## Slide 25 - Slide 25




Precision  
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UNIVERSITY  
SCHOOL OF BUSINESS SUPPORT

WHAT WE EXPECT OF YOU - MODULE 1: INTEGRITY  
LESSON 2: Conflict of Interest

True/False

EXAM

If you are ever unsure about a conflict, seek guidance from your manager and/or supervisor, Human Resources representative, Legal Department or Audit Services group.



"Yes, I am employee of the month again. And yes, I'm the one who chooses the employee of the month. And no, I don't see a conflict of interest."

☒ A) True  
☐ B) False

Review Area

You must answer the question before continuing.

Question 4 of 5

<< >>

Submit

## Text Captions


EXAM

If you are ever unsure about a conflict, seek guidance from your manager and/or supervisor, Human Resources representative, Legal Department or Audit Services group.

- A) True  
B) False

Question 4 of 5

## Slide 26 - Slide 26



Precision  
SKILLS  
UNIVERSITY  
SCHOOL OF BUSINESS SUPPORT


WHAT WE EXPECT OF YOU - MODULE 1: INTEGRITY  
LESSON 2: Conflict of Interest

Multiple Choice

EXAM

*Please select the best answer*

Robert is in charge of hiring a new engineer for his team. His nephew is applying for the job. What should Robert do?



- ☐ A) Hire his nephew regardless of his experience
- ☐ B) Do not tell his supervisor about this conflict of interest
- ☐ C) Don't hire his nephew regardless of his experience
- ☒ D) None of the above

Review Area

You must answer the question before continuing.

Question 5 of 5

<<

>>

Submit

## Text Captions

EXAM

*Please select the best answer*


Robert is in charge of hiring a new engineer for his team. His nephew is applying for the job. What should Robert do?

- A) Hire his nephew regardless of his experience
- B) Do not tell his supervisor about this conflict of interest
- C) Don't hire his nephew regardless of his experience
- D) None of the above

Question 5 of 5



## Slide 27 - Slide 27



Precision  
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WHAT WE EXPECT OF YOU - MODULE 1: INTEGRITY  
LESSON 2: Conflict of Interest

Results

You Scored: {score}

Maximum Score: {max-score}

Correct Questions: {correct-question}

Total Questions: {total-questions}

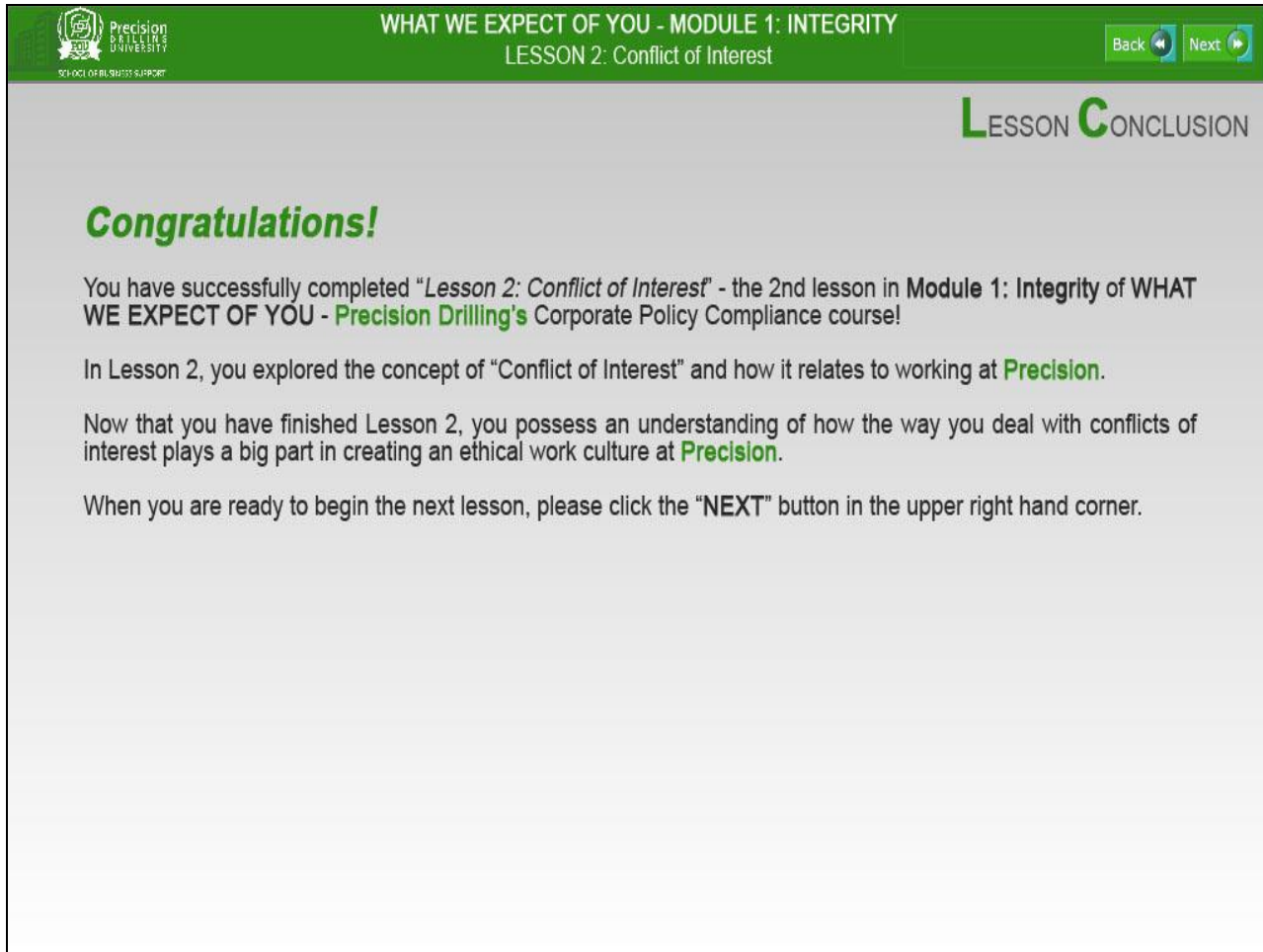
Accuracy: {percent}

Attempts: {total-attempts}

[Continue](#) [Review Quiz](#)

Review Area

## Slide 28 - Slide 28



**WHAT WE EXPECT OF YOU - MODULE 1: INTEGRITY**  
**LESSON 2: Conflict of Interest**

Back Next

**LESSON CONCLUSION**

***Congratulations!***

You have successfully completed "*Lesson 2: Conflict of Interest*" - the 2nd lesson in **Module 1: Integrity** of **WHAT WE EXPECT OF YOU - Precision Drilling's** Corporate Policy Compliance course!

In Lesson 2, you explored the concept of "Conflict of Interest" and how it relates to working at **Precision**.

Now that you have finished Lesson 2, you possess an understanding of how the way you deal with conflicts of interest plays a big part in creating an ethical work culture at **Precision**.

When you are ready to begin the next lesson, please click the "**NEXT**" button in the upper right hand corner.

**Text Captions**

LESSON CONCLUSION

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