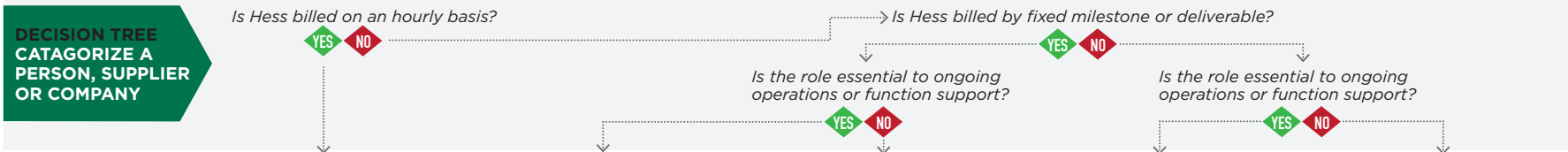


WORKER/SUPPLIER CATEGORIZATION

CONTINGENT RESOURCE DEFINITIONS



Worker Sub Type	CONTINGENT WORKER	OUTSOURCED	CONTRACT SUPPORT	PROFESSIONAL FEES	SERVICE DELIVERY
Performance Measurement	Person's Time	Supplier's Service Level Agreement	Supplier's Service Level Agreement	Supplier's Milestone and/or Deliverable	Supplier's Milestone and/or Deliverable
Budget Category	Labor: Contingent	Labor: Outsourced Business Process	No Direct Cost in Budget	Professional Fees	Services
Cost Recoverable <i>varies by JOA/Country</i>	Billable to partners <i>cost center determined</i>	Billable to partners <i>cost center determined</i>	NOT billable to partners	Billable to partners <i>cost center determined</i>	Direct expense <i>billable to partners - typically, PO, AFE</i>
Allocation	Shared cost	Shared cost	Shared cost	NOT a shared cost	Shared cost
Provisioning	Network Access, Email, Desk, SendWordNow Alert, Badge, Laptop, Phone, Learning Management System, Concur Travel, ServiceNow	Network Access, Email, Desk, SendWordNow Alert, Badge, Phone, Learning Management System, ServiceNow	SendWordNow Alert, Badge	Network access, SendWordNow Alert, ServiceNow	Network access, SendWordNow Alert, Badge, ServiceNow
Attributes	<ul style="list-style-type: none"> Individual billing on a time and expense basis on an hourly rate Time Writing submitted via FieldGlass only Hess provides tools, hardware, and methodology in performance of the work Hess provides input on worker selection and monitors daily work Required due to resource constraints or specialized skill 	<ul style="list-style-type: none"> Individual supporting a contracted service or product purchase, especially where an entire function or scope of activity is outsourced Standard, repeatable work that is ongoing Multitude of services, ability to cross over multiple value streams 	<ul style="list-style-type: none"> Hess monitors on-going performance (SLAs) Named personnel to be badged if appropriate or day pass Individuals work product not managed by Hess Overhead Allocation Unit for Provisioning 	<ul style="list-style-type: none"> Hess monitors and provides input into milestones and deliverables Validate/verify work hours from a budgeting purpose only Improve overall company performance or required for regulatory purposes 	<ul style="list-style-type: none"> Hess monitors and provides input into milestones and deliverables Delivery/performance is monitored for quality Number of named personnel is not primary focus Work has a defined start and stop based on the specific milestones and deliverables
Examples	<ul style="list-style-type: none"> Contact Drilling/Completion Engineers Functional Staff Augmentation Instances where work is largely directed by Hess and where individual's performance is paid by the hour 	<ul style="list-style-type: none"> Instances where entire functions or areas of responsibility are handed over to a third party to meet a certain ongoing standard of services Performance is paid per a contractual Service Level 	<ul style="list-style-type: none"> Building Cleaning Staff Onsite Client Account Management Service Company Support Representatives not billed directly for their contribution to the work 	<ul style="list-style-type: none"> External Auditors Consultants Lawyers 	<ul style="list-style-type: none"> Field Services, Engineering Services, Outside Services (where individual's performance is paid per a milestone or deliverable) Also includes IT/Accounting/Catering Services, Training, Security, Healthcare Inspections purchased in the course of Direct Operations and billed on a unit delivered, milestone achieved, deliverable completed

HIGHER ← Degree of Hess Direction | Level of Hess Provisioning | Continuity of Activity → LOWER