



Baker Hughes Incorporated
HR Service Center – Eastern Hemisphere
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www.bakerhughes.com

July 6, 2014

**Personal and Confidential
Case#3479181**

Paschal Ugochukwu Onukaogu
pressurepaschal@yahoo.com
Port Harcourt, Nigeria

Dear Mr. Paschal,

We are pleased to extend this offer of **employment** to you with **Baker Hughes Company Ltd - Nigeria** in the **OPERATIONS, Geosciences**. The following information relates to your position:

Job Title : GEOTECHNICIAN
Salary Grade : 5
Location : Lagos
Base Salary : Your salary is paid monthly as earned in the amount of **NGN 142,735.00** per pay period annualized amount **NGN 1,855,560.00**
Reports to : MRG OPERATIONS II
Start Date : TBC

Your standard work schedule is as per above; however, your actual work hours may, and oftentimes will, vary from one workweek to another depending on the business needs of the Company.

PIP

The compensation package includes participation in the Company's Profit Incentive Program (PIP). The program pays out between 0% - 10% of base salary depending on company achievement of a financial goal related to Profit After Tax. The actual payout percentage is determined by Company leadership.



TRANSPORTATION ALLOWANCE:

In this position, you are eligible to receive a **Monthly Transportation Allowance** of **NGN 2,500.00**, in accordance with the applicable Company Policy.

HOUSING ALLOWANCE:

In this position, you are eligible to receive a **Monthly Housing Allowance** of **NGN 21,666.00**, in accordance with the applicable Company Policy.

LUNCH ALLOWANCE:

In this position, you are eligible to receive a **Monthly Lunch Allowance** of **NGN 416.66**, in accordance with the applicable Company Policy.

UTILITY ALLOWANCE:

In this position, you are eligible to receive a **Monthly Utility Allowance** of **NGN 833.33**, in accordance with the applicable Company Policy.

LEAVE ALLOWANCE

In this position, you are eligible to receive **10%** of your base salary per month in accordance with the applicable Company Policy.

BENEFITS:

You will be eligible to participate in Company-sponsored benefit programs as per company guidelines. Coverage options and contribution amounts are related to your benefit elections, and specific requirements of each of these plans, if applicable.

You will be provided medical Assistance in line with company policy.

There is no private pension scheme relating to this offer. However in compliance with local Legislation in force in Nigeria, you shall contribute 7.5% of your monthly Base Salary, Housing and Transport Allowances towards your pension, with Baker Hughes Company Limited matching this contribution to a recognized Pension Fund Administrator (PFA) of your choice.

You will be eligible to take **20 working** days per year. Vacation days for the current year are prorated based on the actual hire date.

Our offer of employment is further based upon our understanding that you are not a party to any agreements with any of your former employers or any other party that would prohibit you from exerting your best efforts in performing your job duties on behalf of the Company in the position described above.



THIS OFFER IS CONTINGENT UPON SUCCESSFUL COMPLETION OF THE FOLLOWING:

- You passing a medical in accordance with standards satisfactory to Baker Hughes, if applicable.
- You passing the Baker Hughes background screening process which will be undertaken by an external provider. The conduct of a pre-employment screening process: background check, which includes civil and criminal litigation history, credit check (if applicable), verification of employment, degrees, certifications and/or licenses, and satisfactory reference checks and any other checks or screenings as may be required by Baker Hughes.
- Written acknowledgment receipt of the policies, Business Code of Conduct, Guide to complying with the Antitrust Laws, Core Values, and Confidentiality Information and Invention Agreement.
- Work authorization issuance by local authorities where applicable.

It is a pre-condition of your employment that you pass and complete all of the aforesaid pre-requisite conditions to the satisfaction of the Company. In the event that any of the above conditions are not passed or completed to the satisfaction of the Company (which the Company shall at its sole discretion determine) for any reason whatsoever, the Company's offer of employment shall be revoked, and your endorsement of acceptance hereof shall be rendered void and of no effect, and you will have no right to compensation.

This offer will remain in effect for a period of 5 (Five) calendar days from the date sent. Please confirm your acceptance by signing and returning one copy of the letter, together with all other documents requested.

Please consider carefully and advise of your decision or direct any questions that you might have by phoning us +971 4 811 4005, emailing us at MyHR@bakerhughes.com or fax us to +971 4 811 4010 addressing it to Eastern Hemisphere *HR Service Center*.



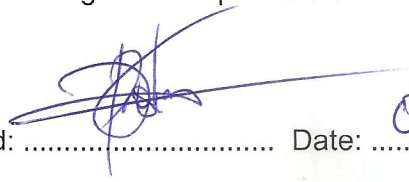
We are looking forward to receiving your acceptance.

Sincerely,

Maria S. D'Souza

Maria D'Souza
HR Service Center Manager

I **Paschal Ugochukwu Onukaogu** agree to the terms of this conditional offer for the position of **GEOTECHNICIAN** with Baker Hughes Incorporated as stated above.

Name: PASCHAL ONUKAOGU Signed:  Date: 07/07/2014

This offer of employment is valid for 5 calendar days from the above date. Should you choose not to confirm acceptance within this period, the offer of employment will be considered withdrawn.