An Overview of Benefits
For Employees
Leaving Halliburton
This overview provides a brief summary of how termination of employment impacts your Halliburton Benefits. More detailed information will be mailed to you shortly from Benefit Concepts (BCI) and the Halliburton Benefits Center at Fidelity.

Whether you choose to continue your health care coverage through COBRA, or to leave your retirement and savings account money invested in the Plan, the Halliburton Benefits Center is available to you as your primary Halliburton benefits resource. Since you will continue to receive important information about your benefits from the Halliburton Benefits Center, be sure to keep your address up to date.

You can reach the Halliburton Benefits Center at 1-866-321-0964 Monday through Friday, 7:30 a.m. – 7:30 p.m. Central Time.
Halliburton Retirement and Savings Plan

Overview of Process at Separation

A distribution option notice will be mailed to you by the Halliburton Benefits Center approximately 31 days after your date of termination. Distributions are available 30 days after your date of termination; however, if you “retire” from the Company (as defined in the Plan) a distribution is available immediately.

Options:

• You may elect to receive a distribution

• You may elect to rollover your distribution to an IRA or another eligible retirement plan

• You may elect to defer your distribution until a later date; however a minimum required distribution must begin after attaining age 70 1/2

Frequently Asked Questions

• How do I access my account information and distribution options?

You may access your account online via the Halliburton Total Rewards website at www.halliburton.com/totalrewards. You may also access your account by calling the Halliburton Benefits Center at 1-866-321-0964.

• Do I have to take a distribution?

Generally you are not required to take a distribution upon termination, however if your account balance is less than $1,000 your account will be automatically distributed as soon as administratively possible. You will have the opportunity to rollover your account prior to this automatic distribution.

• Can I request a partial withdrawal after termination of employment?

Prior to termination of employment, if you have attained at least age 55 or if the sum of your age and years of service (as defined in the Plan) is at least equal to 70, you may request a partial withdrawal or rollover. Otherwise, partial withdrawals or partial rollovers are not available.

• Can I still re-allocate among the investment funds after I leave the company?

Yes. You may re-allocate your investment elections by using the website www.halliburton.com/totalrewards, or by calling the Halliburton Benefits Center at 1-866-321-0964.

• How do I initiate a distribution of my account balance?

You may request your distribution online via the Halliburton Total Rewards website at www.halliburton.com/totalrewards. You may also make this request by calling the Halliburton Benefits Center at 1-866-321-0964. You will not be able to initiate a distribution until after the Halliburton Benefits Center receives your termination information and the applicable waiting period has elapsed. If you had an account balance in the Plan prior to June 1, 1998, spousal consent will be required to process your distribution.

• What information is needed at the time I take my distribution?

When you access your account online or call the Halliburton Benefits Center you will be provided with the payment options available, which may vary according to the period of time you have participated in the Plan. In addition, you may need to determine what state and federal taxes you want withheld, if you are already taking a cash distribution. If you’re requesting a rollover to an existing IRA or eligible employer plan, you’ll need the following information:
Halliburton Retirement and Savings Plan

- The name of the financial institution or employer plan
- Your account number
- The address to which the check should be mailed
- If rolling over to an employer plan, the type of plan – such as qualified, governmental Sec 457 plan, or 403(b) tax-sheltered annuity (your new employer has this information)

• What is the impact on my outstanding loan balance?

If you leave the Company, any outstanding loan balance becomes due and payable within 90 days after your termination. If you do not repay the loan, the unpaid balance will be reported to the IRS as a taxable distribution.

The official plan document contains the provisions applicable to participants. In case of any dispute, the plan document will govern. Halliburton reserves the right to change or discontinue any part or all of the benefits described here at any time.
Halliburton Health and Group Benefits

How Separation From Service Affects Health and Group Benefits

A packet of information will be sent to your home following your termination of employment. The information contained in the packet is time sensitive and requires your immediate attention to continue certain benefit programs. Medical, Dental, Vision, Flexible Spending accounts and Life and AD&D Insurance coverage end on the last day of the month of your termination. Other Health and Group Benefits such as Long-Term Disability end on your termination date.

Frequently Asked Questions

• How long will I have medical coverage?

   If you are enrolled in medical benefits through Halliburton, your coverage will continue through the end of the month in which you terminate employment.

• Can I continue medical, dental or vision coverage beyond the end of the month in which I terminate?

   Yes, you may be eligible to continue coverage for you and/or your eligible dependents for up to 18 months under COBRA provisions. (29 months if you are considered disabled for Social Security Administration purposes when you separate from service, or if you become disabled within the first 60 days of COBRA continuation coverage). If you meet the eligibility requirements for the Retiree Medical Plan, you will also have the option of continuing medical coverage as a retiree.

• What are the eligibility requirements for the Retiree Medical Plan?

   To qualify for Retiree Medical you must:
   – Be at least 40 years old as of December 31, 2004, and were actively employed by the Company as of such date; and
   – At your retirement date, you are at least 55 years old with a minimum of 10 years of credited service, or the sum of your age and credited service equals at least 70 with a minimum of 10 years of service; and
   – You must be enrolled in medical benefits for active employees at the time of your retirement; and
   – You cannot be eligible for a grandfathered retiree medical plan or Medicare; and
   – You cannot be age 65 or older.

• What is the pop-up account and how does it work?

   The pop-up account is a $12,000 credit provided by Halliburton to employees that are eligible for the Halliburton Retiree Medical Plan. This credit will help pay for your retiree medical premiums from when you retire from Halliburton until you reach age 65, the age at which you typically become eligible for Medicare benefits. The $12,000 pop-up account will be amortized into a monthly benefit based on the number of months from your retirement date until you reach age 65.

   For example, if you retire at age 60, you would determine the number of months between 60 and 65 (60 months) and then divide that by the $12,000 credit. Your monthly credit towards your retiree medical coverage would be $200.

• If I do not elect retiree medical can I take the $12,000 pop up amount with me?

   No, the pop up account only applies to the Halliburton Retiree Medical Plan. If you do not elect retiree medical through Halliburton you forfeit the money in your pop-up account.
Halliburton Health and Group Benefits

- **If I do not sign up for retiree medical coverage or COBRA now, will I be able to take either at a future date?**

  No, if you do not elect coverage during the enrollment period, you cannot elect coverage at a later date.

- **Will I have the same coverage options for continuing dental and vision?**

  Your dental and vision coverage will end on the last day of the month in which you terminate, at which point you will be offered COBRA coverage. There is no separate retiree dental or vision plans. If you elect Retiree Medical coverage, you may elect COBRA coverage for dental and vision without taking COBRA coverage for medical.

- **What will happen to my Health Care Flexible Spending Account?**

  Your health care spending account coverage will end on the last day of the month in which you terminate at which point you will be offered COBRA coverage. Once the administrator receives your status, your debit card will be deactivated. You may still submit valid claims incurred through the end of the month in which you terminate via the Halliburton Total Rewards website or by mail.

- **Will I only be able to claim expenses on my Dependent Day Care Flexible Spending Account for the amount I have contributed?**

  Yes, you can only claim expenses that are incurred through the last day of the month in which you terminate for the amount you have contributed to your account.

  For example during Annual Enrollment you elect to contribute $5,000 to your Dependent Day Care Spending Account. If you terminate on April 15th and $1,450 has been deducted from your paycheck for this benefit, you can submit any claims incurred thru April 30th for $1,450, the amount you have contributed.

- **Can I continue my FSA account through COBRA?**

  Yes, you may continue your Health Care FSA through COBRA through the end of the calendar year of termination however all contributions will be made after tax.

- **Can I submit expenses that occur after my benefits termination date?**

  No, you will only be able to submit expenses incurred after your termination if you enroll in Health Care FSA COBRA coverage. All COBRA elections are continued on a month by month basis. As long as you pay your COBRA premiums you may file expenses incurred during the month you paid for.

- **Can I use my Health Care FSA to pay for COBRA premiums?**

  No, you can only use your Health Care FSA for eligible medical expenses.

- **If I elect COBRA coverage, am I obligated to continue the coverage for the full 18 months?**

  No, once elected, COBRA coverage including the Health Care FSA is paid on a month-to-month basis and can be dropped at any time by calling the HBC.

- **Can I find out what the rates will be for COBRA and Retiree Medical coverage?**

  A copy of the rate sheet is included with this packet or you may contact the Benefits Center at 1-866-321-0964.

- **Can I change medical plans when I elect COBRA?**

  No, annual enrollment and certain qualified change-in-status events are the only times you can change your medical plan.
Halliburton Health and Group Benefits

- How will I pay for my Retiree Medical and/or COBRA coverage?

  For COBRA: You can choose to mail your payments to BCI or you can have your payments electronically deducted directly from your bank account.

  For Direct Bill: You can choose to mail your payments to Marsh or utilize SecurePay, an automatic way of paying your premium.

- How do I sign up for COBRA coverage or retiree medical coverage?

  The Halliburton Benefits Center will mail you information and enrollment forms if you are eligible for Retiree Medical. If eligible, and you choose to enroll in the Retiree Medical Plan, you must enroll within 31 days of the date shown on the Personalized Enrollment Statement included in your enrollment kit. BCI will mail you information regarding COBRA. If you choose to continue any of your health care benefits under COBRA provisions, you must enroll for COBRA coverage within 60 days of the date shown on your notice.

- What happens to the life insurance I currently have through Halliburton?

  Your employee, spouse, and child life insurance will end on the last day of the month in which you terminate. However, you may be eligible to continue – or “port” – your current life insurance policies, or convert to individual policies. You will receive information on both of these options from the Halliburton Benefits Center after your termination paperwork is processed. You will have 30 days to complete the conversion paperwork.

- Can I find out what the rates will be for life insurance?

  Yes, to request information and rates in advance, call the Halliburton Benefits Center at 1-866-321-0964 (outside the U.S., call 857-362-5980).

- Will I also be able to port or convert my AD&D coverage?

  No, Accidental Death and Dismemberment coverage will end on the last day of the month in which you terminate employment.

- What happens to my disability coverage?

  It will end on your termination date.

- What happens to my unused vacation/flex day contributions?

  If you are covered under the vacation program, you will generally be paid any unused vacation on your final paycheck. Any unused Flex Day contributions will be refunded on your final paycheck.

The official plan document contains the provisions applicable to participants. In case of any dispute, the plan document will govern. Halliburton reserves the right to change or discontinue any part or all of the benefits described here at any time.
### Benefit Resources

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<thead>
<tr>
<th>Benefit</th>
<th>Administrator</th>
<th>Phone</th>
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<tr>
<td>Halliburton Benefits Center</td>
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<td>• Life Benefits Specialist</td>
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<tr>
<td>Retirement and Savings</td>
<td>Fidelity, PayFlex</td>
<td>866-321-0964 (international use your country’s AT&amp;T access code) or 857-362-5980</td>
<td><a href="http://www.halliburton.com/totalrewards">www.halliburton.com/totalrewards</a></td>
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<td>Healthcare and Dependent Care</td>
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<td>U.S. Domestic Medical</td>
<td>BlueCross BlueShield of Texas</td>
<td>800-521-2227 804-673-1177 (outside the U.S.)</td>
<td><a href="http://www.bcbstx.com/halliburton">www.bcbstx.com/halliburton</a></td>
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<td>• Deductible Medical or Deductible PPO and High Deductible Health Plan Policy #054632</td>
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<td>U.S. Prescription Drugs</td>
<td>Medco Health Solutions, Inc.</td>
<td>1-800-669-3589 AT&amp;T access code +800-497-4641 (outside the U.S.)</td>
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<td>• Mail-order Drugs</td>
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<td>Dental</td>
<td>Cigna Dental</td>
<td>1-800-Cigna24</td>
<td><a href="http://www.mycigna.com">www.mycigna.com</a></td>
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<td>- PPO #3174656</td>
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<tr>
<td>Employee Assistance Program (EAP)</td>
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<td>281-575-3200 or 866-761-4540</td>
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<td>Health Savings Account</td>
<td>Chase</td>
<td>1-866-566-7101</td>
<td><a href="http://www.chasehsa.com">www.chasehsa.com</a></td>
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<td>Vision Program</td>
<td>Vision Service Plan (VSP)</td>
<td>1-800-877-7195</td>
<td><a href="http://www.vsp.com">www.vsp.com</a></td>
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<td>Policy #12056558</td>
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<td>Mental Health &amp; Substance Abuse Benefit Program</td>
<td>ValueOptions</td>
<td>1-800-769-3041 or through EAP at 1-866-761-4540 or 281-575-3200</td>
<td><a href="http://www.valueoptions.com">www.valueoptions.com</a></td>
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Medicare And Social Security

As previously noted, if you retire on or after age 65, the health and welfare benefits you elected as an active employee terminate at the end of the month in which you retire. Remember to contact Medicare/Social Security Administration at 1-800-772-1213 to apply for your Medicare benefits at least 90 days prior to reaching either age 65 or your retirement date.

If you did not enroll in Medicare Part B when you were first eligible because you were working and had medical coverage through Halliburton, you can sign up for Medicare Part B during a Special Enrollment Period without having to pay higher premiums. You can enroll in Medicare Part B:

- Any time you are still covered by the Halliburton Medical Plan for active employees

or

- During the eight months following the month in which your employment ends.

You will need to provide Medicare/Social Security with a statement from Halliburton verifying your coverage from the date you turned age 65 until retirement. To request a statement verifying your coverage, contact the Halliburton Benefits Center at 1-866-321-0964. Social Security will also provide you with a form: Request for Employment Information, which gathers additional information concerning your coverage period under the Halliburton Medical Plan. You may fax your form to the Halliburton Global Benefits Department at 281-575-5480 or email it to FHOUESGBENEFITS@Halliburton.com for assistance with completion of this form, as it must be signed by a representative of Halliburton.

You may contact both Medicare and Social Security via the common phone number 1-800-772-1213 or their websites, www.medicare.gov or www.socialsecurity.gov, for questions, forms or additional information.