EQUAL OPPORTUNITY AND AFFIRMATIVE ACTION PROGRAM POLICY STATEMENT

Superior Energy Services, Inc. is committed to maintaining a work environment that is free from any and all forms of unlawful discrimination and harassment. It is therefore the company's policy to prohibit discrimination and harassment against any applicant, employee, vendor, contractor, customer, or client on the basis of race, color, religion, sex, sexual orientation, gender identity, national origin, age, disability, pregnancy, veteran status, genetic information, citizenship status, or any other basis prohibited by law. It is also the company's policy to prohibit any and all forms of retaliation against any individual who has complained of harassing or discriminatory conduct or participated in a company or agency investigation into such complaints.

Superior Energy Services, Inc. is also a federal contractor subject to Section 4212 of the Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended ("Section 4212") and Section 503 of the Rehabilitation Act of 1973, as amended ("Section 503"). As such, Superior Energy Services, Inc. is committed to taking positive steps as directed by these and any other applicable laws to employ, advance in employment, and otherwise treat covered individuals without regard to their veteran status or physical or mental disability, or any other status or characteristic protected by law. Under this policy, Superior Energy Services, Inc., also will provide reasonable accommodations to the known physical or mental limitations of an otherwise qualified employee or applicant for employment unless the accommodation would impose undue hardship on the operation of the company's business or a direct threat to health and safety of the individual or others that cannot be eliminated by reasonable accommodation.

The company's affirmative action policy also prohibits employees and applicant's from being subjected to harassment intimidation, threats, coercion, or discrimination because they have engaged in or may engage in (1) filing a complaint; (2) assisting or participating in an investigation, compliance review, hearing, or any other activity related to the administration of Section 503, Section 4212, or any other federal, state or local law requiring equal opportunity for disabled persons or covered veterans; (3) opposing any act or practice made unlawful by Section 503 or Section 4212 and their implementing regulations, or any other federal, state or local law requiring equal opportunity for disabled persons or covered veterans; or (4) exercising any other right protected by Section 503 or Section 4212 or their implementing regulations.

The non-confidential portions of the affirmative action program for individuals with disabilities and protected veterans shall be available for inspection upon request by any employee or applicant for employment by the Human Resources staff during normal business hours.

As, Chairman/CEO, I fully support our affirmative action program and am committed to the implementation of the company's equal opportunity and affirmative action policies. I have delegated overall responsibility for these policies to the Vice President of Human Resources. Each HR Business Partner/HR Director is responsible for the implementation and auditing of these policies at his or her location.

Dave Lesar,
Chairman & Chief Executive Officer