

# HALCON RESOURCES CORP

## **FORM 10-K/A** (Amended Annual Report)

Filed 04/25/16 for the Period Ending 12/31/15

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**UNITED STATES  
SECURITIES AND EXCHANGE COMMISSION  
WASHINGTON, D.C. 20549**

**FORM 10-K/A**

(Amendment No. 1)

**ANNUAL REPORT PURSUANT TO SECTION 13 OR 15(d) OF  
THE SECURITIES EXCHANGE ACT OF 1934**

For the fiscal year ended December 31, 2015

Commission File Number: 001-35467

**Halcón Resources Corporation**

(Exact name of registrant as specified in its charter)

<b>Delaware</b> (State or other jurisdiction of incorporation or organization)	<b>20-0700684</b> (I.R.S. Employer Identification Number)
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**1000 Louisiana Street, Suite 6700, Houston, TX 77002**

(Address of principal executive offices)

**(832) 538-0300**

(Registrant's telephone number)

Securities registered pursuant to Section 12(b) of the Act:

<u>Title of each class</u>	<u>Name of each exchange on which registered</u>
Common Stock, par value \$.0001 per share	New York Stock Exchange

Securities registered pursuant to Section 12(g) of the Act: **None**

Indicate by check mark if the registrant is a well-known seasoned issuer, as defined in Rule 405 of the Securities Act. Yes  No

Indicate by check mark if the registrant is not required to file reports pursuant to Section 13 or Section 15(d) of the Act. Yes  No

Indicate by check mark whether the registrant (1) has filed all reports required to be filed by Section 13 or 15(d) of the Securities Exchange Act of 1934 during the preceding 12 months (or for such shorter period that the registrant was required to file such reports) and (2) has been subject to such filing requirements for the past 90 days. Yes  No

Indicate by check mark whether the registrant has submitted electronically and posted on its corporate Web site, if any, every Interactive Data File required to be submitted and posted pursuant to Rule 405 of Regulation S-T (§232.405 of this chapter) during the preceding 12 months (or for such shorter period that the registrant was required to submit and post such files). Yes  No

Indicate by check mark if disclosure of delinquent filers pursuant to Item 405 of Regulation S-K (§229.405 of this chapter) is not contained herein, and will not be contained, to the best of registrant's knowledge, in definitive proxy or information statements incorporated by reference in Part III of this Form 10-K or any amendment to this Form 10-K.

Indicate by check mark whether the registrant is a large accelerated filer, an accelerated filer, a non-accelerated filer, or a smaller reporting company. See the definition of "large accelerated filer," "accelerated filer" and "smaller reporting company" in Rule 12b-2 of the Exchange Act.

Large accelerated filer  Accelerated filer  Non-accelerated filer  Smaller reporting company   
(Do not check if a smaller reporting company)

Indicate by check mark whether the registrant is a shell company (as defined in Rule 12b-2 of the Act). Yes  No

As of February 23, 2016, there were 122,370,159 shares outstanding of registrant's \$.0001 par value common stock. Based upon the closing price for the registrant's common stock on the New York Stock Exchange as of June 30, 2015, the aggregate market value of shares of common stock held by non-affiliates of

the registrant was approximately \$468.5 million.

**DOCUMENTS INCORPORATED BY REFERENCE**

None.

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## EXPLANATORY NOTE

This Form 10-K/A (this "Amendment") amends Halcón Resources Corporation's (the "Company") annual report on Form 10-K for the year ended December 31, 2015 (the "Original 10-K"), which was filed with the Securities and Exchange Commission (the "Commission") on February 26, 2016. The Company is filing this Amendment for the sole purpose of providing the information required by Items 10 through 14 of Part III of Form 10-K, including as exhibits the certifications required under Section 302 of the Sarbanes-Oxley Act of 2002 and filing early, for the benefit of readers, copies of management and director compensation arrangements adopted subsequent to year end that are referenced in the Part III information. The Part III information was previously omitted from the Original 10-K in reliance on General Instruction G(3) to Form 10-K. The reference on the cover of the Original 10-K to the incorporation by reference to portions of our definitive proxy statement into Part III of the Original 10-K is hereby deleted.

In accordance with Rule 12b-15 under the Securities Exchange Act of 1934, as amended, Part III, Items 10 through 14, of the Original 10-K are hereby amended and restated in their entirety, and the Index to Exhibits of the Original 10-K is hereby amended and restated in its entirety.

This Amendment reflects only the changes to the cover page, Items 10 through 14 of Part III and the Index to Exhibits described above. No other information included in the Original 10-K, including the information set forth in Part I and Part II, has been modified or updated in any way and, therefore, does not reflect any events which occurred subsequent to the filing of the Original 10-K.

Because no financial statements are contained within this Amendment, we are not including certifications pursuant to Section 906 of the Sarbanes-Oxley Act of 2002.

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**PART III****ITEM 10. DIRECTORS, EXECUTIVE OFFICERS AND CORPORATE GOVERNANCE*****The Board of Directors***

Our business and affairs are managed under the direction of our board of directors, or board. Our bylaws specify that we shall not have less than one nor more than fifteen directors, and our board currently has eleven members. Under our bylaws and our certificate of incorporation, each director holds office until the next annual meeting of stockholders and serves until the director's successor is duly elected and qualified, or until such director's earlier death, resignation or removal.

The following table sets forth the names and ages of all of our current directors, the positions and offices with us held by such persons and the length of their continuous service as a director. Each of our directors serves for a term that will expire at our next annual meeting of stockholders.

<u>Name</u>	<u>Director Since</u>	<u>Age</u>	<u>Position</u>
Floyd C. Wilson	Feb. 2012	69	Chairman of the Board and Chief Executive Officer
Tucker S. Bridwell	Feb. 2012	64	Director
John W. Brown	Mar. 2016	69	Director
James W. Christmas	Feb. 2012	68	Lead Director
Thomas R. Fuller	Feb. 2012	68	Director
Kevin E. Godwin	Dec. 2012	49	Director
Paul P. Huffard IV	Mar. 2016	52	Director
David B. Miller.	Feb. 2012	66	Director
Daniel A. Rioux	Feb. 2012	48	Director
Michael A. Vlasic	Aug. 2012	55	Director
Mark A. Welsh IV	Feb. 2012	36	Director

**Floyd C. Wilson** became Chairman and Chief Executive Officer in February 2012. Prior to February 2012, he was President of HALRES LLC, an oil and natural gas company that he founded in October 2011. Mr. Wilson served as Chairman of the Board and Chief Executive Officer of Petrohawk Energy Corporation from May 25, 2004 until BHP Billiton acquired Petrohawk for \$15.1 billion, including assumed debt, in August 2011. Mr. Wilson also served as President of Petrohawk from May 25, 2004 until September 8, 2009. Prior to May 25, 2004, he was President and Chief Executive Officer of PHAWK, LLC which he founded in June 2003. Mr. Wilson was the Chairman and Chief Executive Officer of 3TEC Energy Corporation from August 1999 until its merger with Plains Exploration & Production Company in June 2003. Mr. Wilson founded W/E Energy Company L.L.C., formerly known as 3TEC Energy Company L.L.C. in 1998 and served as its President until August 1999. Mr. Wilson began his career in the energy business in Houston, Texas in 1970 as a completion engineer. He moved to Wichita, Kansas in 1976 to start an oil and gas operating company, one of several private energy ventures which preceded the formation of Hugoton Energy Corporation in 1987, where he served as Chairman, President and Chief Executive Officer. In 1994, Hugoton completed an initial public offering and was merged into Chesapeake Energy Corporation in 1998.

The Nominating and Corporate Governance Committee, in reviewing and assessing Mr. Wilson's contributions to the board, determined that his role as the Company's Chief Executive Officer, his experience in the energy industry and his many years of service as a director and chief executive officer of oil and natural gas exploration and production companies provide significant contributions to the Company's board of directors.

**Tucker S. Bridwell** became a director in February 2012. Mr. Bridwell served as a director of Petrohawk Energy Corporation from May 2004 until December 2010. Mr. Bridwell has been the President of Mansefeldt Investment Corporation and the Dian Graves Owen Foundation since

September 1997 and manages investments in both entities. He has been in the energy business in various capacities for over 27 years, focusing on oil and gas private equity and public oil and gas investments with extensive experience in managing both public and private energy companies. Mr. Bridwell is a Certified Public Accountant and has practiced public accountancy, specializing in oil and gas. He earned a Bachelor of Business Administration degree and a Master of Business Administration degree from Southern Methodist University. He has also served on the audit committees of numerous businesses, including Petrohawk and non-profit organizations. Currently, he serves on the board of directors of Concho Resources, Inc. and First Financial Bankshares, Inc. He is also Lead Director and Chairman of the Nominating and Corporate Governance Committee of First Financial Bankshares, Inc. Mr. Bridwell previously served as Chairman of First Permian, LLC from 2000 until its sale to Energen Corporation in April 2002.

The Nominating and Corporate Governance Committee, in reviewing and assessing Mr. Bridwell's contributions to the board, determined that his experience in accounting, investing and management provide significant contributions to the Company's board of directors.

**John W. Brown** became a director in March 2016. Since June 2005, Mr. Brown has served as Chairman of Par Investments, LLC, a private investment firm focused on energy related investments, and since July 1991, he has served as the General Partner of Premier Capital, Ltd., a private energy focused investment banking firm. From 2001 to 2003, Mr. Brown served as a Director of Friedman, Billings, Ramsey Group, a publicly traded full service banking firm focused on energy investment banking transactions. Prior to that, Mr. Brown served as an Associate of Private Energy Capital Investment at EnCap Investments, L.C. from 2000 to 2001; as the Founder and General Partner of WesAl Capital, Ltd., a private energy investment banking firm with the late William E. Simon, former Secretary of the Treasury and Alvin Shoemaker, former Chairman of First Boston from 1986 to 1991; and as the Founder, Shareholder and President of Westwood Resources Company, a privately held independent oil and gas company, from 1981 to 1984. Mr. Brown practiced law from 1973 until 1981. He earned a Bachelor of Arts Degree from Southern Methodist University and a Juris Doctor Degree and Master of Laws Degree from Southern Methodist University Law School.

The Nominating and Corporate Governance Committee, in reviewing and assessing Mr. Brown's contributions to the board, determined that his experience in energy related investment banking and years of service in oil and natural gas companies provide significant contributions to the Company's board of directors.

**James W. Christmas** became a director in February 2012. Mr. Christmas began serving as a director of Petrohawk Energy Corporation on July 12, 2006, effective upon the merger of KCS Energy, Inc. ("KCS") into Petrohawk. He continued to serve as a director, and as Vice Chairman of the Board of Directors, for Petrohawk until BHP Billiton acquired all of Petrohawk in August 2011. He also served on the Audit Committee and the Nominating and Corporate Governance Committee. Mr. Christmas served as a member of the Board of Directors of Petrohawk, a wholly-owned subsidiary of BHP Billiton, and as chair of the Financial Reporting Committee of such board until September 2014. He also serves on the Advisory Board of the Tobin School of Business of St. John's University. Mr. Christmas serves as a director of Rice Energy, as chairman of its audit committee and a member of its compensation committee, and as a director and member of the audit committee and compensation committee of Yuma Energy. He served as President and Chief Executive Officer of KCS from 1988 until April 2003 and Chairman of the Board and Chief Executive Officer of KCS until its merger into Petrohawk. Mr. Christmas was a Certified Public Accountant in New York and was with Arthur Andersen & Co. from 1970 until 1978 before leaving to join National Utilities & Industries ("NUI"), a diversified energy company, as Vice President and Controller. He remained with NUI until 1988, when NUI spun out its unregulated activities that ultimately became part of KCS. As an auditor and audit manager, controller and in his role as CEO of KCS, Mr. Christmas was directly or indirectly responsible for financial reporting and compliance with SEC regulations, and as such has extensive

experience in reviewing and evaluating financial reports, as well as in evaluating executive and board performance and in recruiting directors.

The Nominating and Corporate Governance Committee, in reviewing and assessing Mr. Christmas's contributions to the board, determined that his prior experience as an executive and director and his past audit, accounting and financial reporting experience provide significant contributions to the Company's board of directors.

**Thomas R. Fuller** became a director in February 2012. Mr. Fuller served as a director at Petrohawk Energy Corporation from March 6, 2006 until BHP Billiton acquired Petrohawk in August 2011. Mr. Fuller served on Petrohawk's Reserves Committee and was the Chairman of the Nominating and Corporate Governance Committee. Since December 1988, Mr. Fuller has been a principal of Diverse Energy Management Co. (or related "Diverse" companies), a private upstream acquisition, drilling and production company which also invests in other energy-related companies. Mr. Fuller has earned degrees from the University of Wyoming and the Louisiana State University School of Banking of the South and is a Registered Professional Engineer in Texas. He has 48 years of experience as a petroleum engineer, specializing in economic and reserves evaluation. He has served as an employee, officer, partner or director of various companies, including ExxonMobil, First City National Bank, Hillin Oil Co., Diverse Energy Management Co. and Rimco Royalty Partners. In February 2015, Mr. Fuller became a director of Azure Midstream Partners LP, a public company traded on the NYSE, and serves as a member of its Audit Committee. Mr. Fuller also serves as a director of privately held Azure Midstream Holdings. Mr. Fuller also has extensive experience in energy-related merger and acquisition transactions, having generated and closed over 90 producing property acquisitions during his career. As a primary lending officer to many independent energy companies, Mr. Fuller has extensive experience in analyzing and evaluating financial, business and operational strategies for energy companies.

The Nominating and Corporate Governance Committee, in reviewing and assessing Mr. Fuller's contributions to the board, determined that his petroleum engineering and energy-related acquisitions and analytical experience provide significant contributions to the Company's board of directors.

**Kevin E. Godwin** became a director in December 2012. Mr. Godwin currently serves as a Senior Principal of Canada Pension Plan Investment Board in its Relationship Investments group, a position he has held since 2008. From 2005 to 2008, Mr. Godwin served as a Principal of Birch Hill Equity Partners L.P. From 1995 to 2005, he worked at TD Securities then TD Capital Group Limited, ultimately serving as Vice President and Director. Mr. Godwin began his professional career in 1989 with ICI Explosives then Stuart Energy serving as a Project Engineer. Mr. Godwin is a graduate of Queen's University (Kingston, Ontario), having received a Bachelor's Degree in Applied Science (Mechanical Engineering) in 1989. He also received a Masters Degree in Business Administration in 1995 from the Richard Ivey School of Business, University of Western Ontario. In 2012, Mr. Godwin received the ICD.D designation from the Institute of Corporate Directors. Mr. Godwin has served on the board of directors of several private companies.

The Nominating and Corporate Governance Committee, in reviewing and assessing Mr. Godwin's contributions to the board, determined that his background in finance and investment provide significant contributions to the Company's board of directors.

**Paul P. Huffard IV** became a director in March 2016. Mr. Huffard currently serves as a Senior Advisor on the Advisory Counsel of Strategic Value Partners, a distressed and deep-value private equity firm. He also serves as Chairman of the Board of Directors of Vubiq Networks, Inc., a privately held wireless networking technology firm, and on the Board of Directors of CORE Media Group. From 1995 to 2014, Mr. Huffard served as a Senior Managing Director of The Blackstone Group where he provided financial and strategic advice to companies and creditors in situations involving financial restructuring, as well as to corporate parents and purchasers of distressed companies. Mr. Huffard's

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areas of expertise include business plan development, capital structure analysis and structuring, capital raising, mergers and acquisitions, valuation, negotiation and expert witness testimony. Prior to joining The Blackstone Group in 1995, Mr. Huffard gained investment banking experience at Smith, Barney, Harris, Upham & Co. and Hellmold Associates. He earned a Bachelor of Administration degree in Economics from Harvard College and a Master of Business Administration degree from the Kellogg School of Management at Northwestern University.

The Nominating and Corporate Governance Committee, in reviewing and assessing Mr. Huffard's contributions to the board, determined that his experience in business plan development, capital structure analysis and structuring, capital raising and financial restructuring provide significant contributions to the Company's board of directors.

**David B. Miller** became a director in February 2012. Mr. Miller is a co-founder of EnCap Investments L.P. and currently serves as a Managing Partner of the firm. From 1988 to 1996, Mr. Miller served as President of PMC Reserve Acquisition Company, a partnership jointly-owned by EnCap and Pitts Energy Group. Prior to the establishment of EnCap, he served as Co-Chief Executive Officer of MAZE Exploration Inc., a Denver-based oil and gas company he co-founded in 1981. Mr. Miller began his professional career with Republic National Bank of Dallas, ultimately serving as Vice President and Manager of the bank's wholly-owned subsidiary, Republic Energy Finance Corporation. Mr. Miller is a graduate of Southern Methodist University, having received Bachelors and Masters Degrees in Business Administration in 1972 and 1973, respectively. He serves on the Board of Trustees at Southern Methodist University and also is a member of the Executive Board of the Edwin L. Cox School of Business. Mr. Miller is a recipient of Distinguished Alumnus Awards from both Southern Methodist University and the Cox School. In 2004, Mr. Miller was appointed to the National Petroleum Council, an advisory body to the Secretary of Energy, and he is a member of the Board of Advisors of the Maguire Energy Institute. Additionally, he is a member of the Independent Petroleum Association of America, the Texas Independent Producers and Royalty Owners Association, the Independent Petroleum Association of Mountain States and the Dallas Wildcat Committee. Mr. Miller currently serves on the board of directors of several EnCap portfolio companies.

The Nominating and Corporate Governance Committee, in reviewing and assessing Mr. Miller's contributions to the board, determined that his experience in upstream and midstream energy investments and energy-related acquisitions and financing provides significant contributions to the Company's board of directors.

**Daniel A. Rioux** became a director in February 2012. Mr. Rioux is a Founder and Managing Partner of Old Ironsides Energy, LLC, an oil and gas investment firm that manages a multi-billion dollar portfolio. From April 2009 to August 2013, Mr. Rioux was Co-President and Chief Executive Officer of Liberty Energy Holdings, LLC. From 2001 to 2008, Mr. Rioux served as Vice President of Liberty Energy Holdings, LLC, where he had responsibility for all of the company's investment and management decisions. From 1993 until 2000, Mr. Rioux was employed by Liberty Energy Corporation, a subsidiary of Liberty Energy Holdings, LLC. Mr. Rioux currently serves as a director of Vermilion Cliffs Partners, a Fort Worth, Texas-based exploration and production company and Axia Energy, LLC, a Denver-based exploration and production company, as well as a manager of Discovery Midstream Holdings LLC, a Dallas-based company focused on the development, acquisition and operation of gas gathering and midstream oil and gas assets and Wildcat Midstream Holdings LLC, a company focused on the development, acquisition and operation of gas gathering and midstream oil and gas assets. Mr. Rioux previously served as a Director of Petrohawk Energy Corporation from 2004 to 2006 and as a director of Energy Transfer Equity from 2002 to 2006. He also served as a director of the Independent Petroleum Association of America from 2003 to 2011. Mr. Rioux holds a B.S. in Finance from Bryant College and an M.B.A from Babson College.

The Nominating and Corporate Governance Committee, in reviewing and assessing Mr. Rioux's contributions to the board, determined that his experience in energy banking, finance and service as a director of energy companies provide a significant contribution to the Company's board of directors.

**Michael A. Vlasic** became a director in August 2012. Prior to his appointment as a director of the Company, Mr. Vlasic served on the board of directors of GeoResources, Inc. since April 2007. He also served on the board of managers of Southern Bay Energy, LLC from its inception in 2004 until it was acquired by GeoResources in April 2007. He previously was a Director of Texoil, Inc., where he served on its executive committee from 1997 until its sale to Ocean Energy Inc. in 2001. From July 1989 to December 2013 he served as Chief Executive Manager of Vlasic Investments L.L.C. In January 2014 he founded a private investment company, NBT Investments LLC. He is the founder and a Director of MAV Development Company. Mr. Vlasic has served in various executive positions, including CFO and President, of private companies in a variety of industries; including automobile and truck fleet leasing, computer equipment leasing and services, oil and gas exploration and production, aircraft maintenance, management and leasing, and real estate development and construction. He has served on the investment committee of venture capital, private equity and direct lending investment funds. Mr. Vlasic serves on the board of Bessemer Trust Company and some of its affiliates. He also serves on the investment committee of HV Capital Investors. He is a 1982 graduate of Brown University and holds an MBA from the University of Michigan.

The Nominating and Corporate Governance Committee, in reviewing and assessing Mr. Vlasic's contributions to the board, determined that his industry experience and his previous board experience provide significant contributions to the Company's board of directors.

**Mark A. Welsh IV** became a director in February 2012. Mr. Welsh currently serves as a Managing Director of EnCap Investments L.P. Mr. Welsh has 15 years of experience in private equity, including 10 years with EnCap. Prior to joining EnCap, Mr. Welsh served as a financial analyst with The Blackstone Group L.P. and as a Vice President with Adam Corporation. Mr. Welsh serves on the board of directors of several EnCap portfolio companies. Mr. Welsh received a Bachelor of Business Administration degree in Finance from Texas A&M University, where he was recognized with the Brown-Rudder Award as the outstanding graduate in his class.

The Nominating and Corporate Governance Committee, in reviewing and assessing Mr. Welsh's contributions to the board, determined that his experience in upstream and midstream energy investments and energy-related acquisitions and financing provides significant contributions to the Company's board of directors.

#### ***Meetings of Our Board of Directors and Committees of the Board***

Our board of directors has the responsibility for establishing our broad corporate policies and for our overall performance. However, the board of directors is not involved in our day-to-day operations. The board of directors is kept informed of our business through discussions with our Chairman and Chief Executive Officer and other officers, by reviewing analyses and reports provided to it on a regular basis, and by participating in board of directors and committee meetings. Our board of directors held 13 meetings during 2015, including telephonic meetings, and acted by unanimous written consent 10 times, and all directors attended at least 75% of the total meetings of the board of directors and the committees on which such director served during the fiscal year.

Our board of directors currently has four standing committees: Audit, Compensation, Nominating and Corporate Governance, and Reserves. Actions taken by our committees are reported to the full board of directors. Each committee conducts an annual evaluation of its duties and is expected to conduct an annual review of its charter. Each committee has authority to retain, set the compensation for, and terminate consultants, outside counsel and other advisers as that committee determines to be appropriate.

**Audit Committee.** The members of our Audit Committee are James W. Christmas, Kevin E. Godwin and Mark A. Welsh IV, with Mr. Christmas serving as the chairman. Our board of directors has determined that all members of our audit committee are financially literate within the meaning of SEC rules, under the current listing standards of the NYSE and in accordance with our audit committee charter. Our board of directors has also determined that all members of the audit committee are independent, within the meaning of SEC and NYSE regulations for independence for audit committee members, under our corporate governance guidelines, and in accordance with our audit committee charter. The board of directors has also determined that Mr. Christmas is an "audit committee financial expert" (as defined under SEC rules) because he possesses: (i) an understanding of generally accepted accounting principles in the United States of America and financial statements; (ii) the ability to assess the general application of such principles in connection with the accounting for estimates, accruals and reserves; (iii) experience analyzing and evaluating financial statements that present a breadth and level of complexity of accounting issues that are generally comparable to the breadth and complexity of issues that can reasonably be expected to be raised by our financial statements; (iv) an understanding of internal control over financial reporting; and (v) an understanding of audit committee functions. Mr. Christmas has acquired these attributes by his educational background and by having held various positions that provided relevant experience, as described in his biographical information under "*The Board of Directors*" above.

The Audit Committee is responsible for oversight of Company risks relating to accounting matters, financial reporting and related legal and regulatory compliance. The Audit Committee annually considers the qualifications and evaluates the performance of our independent auditor and selects and engages our independent auditor. The Audit Committee meets quarterly with representatives of the independent auditor and is available to meet at the request of the independent auditor. During these meetings, the Audit Committee receives reports regarding our books of accounts, accounting procedures, financial statements, audit policies and procedures, internal accounting and financial controls, and other matters within the scope of the Audit Committee's duties. The Audit Committee reviews the plans for and the results of audits for us and our subsidiaries. The Audit Committee reviews the independence of the independent auditor, and considers and authorizes the fees for both audit and non-audit services provided by the independent auditor. In 2015, our Audit Committee held four meetings.

**Compensation Committee.** The members of our Compensation Committee are Tucker S. Bridwell, Daniel A. Rioux, Michael A. Vlastic and Mark A. Welsh IV, with Mr. Vlastic serving as the chairman. Our board of directors has determined that each member of the Compensation Committee meets the NYSE standards for independence, and is a "non-employee director" as defined in Rule 16b-3 under the Exchange Act, an "outside director" as defined for purposes of Section 162(m) of the Internal Revenue Code of 1986, as amended, and the enhanced independence requirements set forth in Rule 10C-1 under the Exchange Act.

The Compensation Committee is entrusted with the overall responsibility for establishing, implementing and monitoring the compensation for our executive officers (our chief executive officer, president, each executive vice president, and each senior vice president). The Compensation Committee also administers our First Amended and Restated 2012 Long-Term Incentive Plan, or Plan, and approves restricted stock, stock option, and performance awards and other stock-based grants for our executive officers. In 2015, our Compensation Committee held seven meetings, including telephonic meetings and acted by unanimous written consent one time.

Our Compensation Committee engaged Longnecker & Associates, Inc. ("Longnecker"), an outside independent compensation consulting firm, to assist the board of directors and the Compensation Committee in crafting our total compensation program for our executive officers for 2015 and to assist the board of directors in determining compensation for our non-employee directors. In connection with its engagement, Longnecker was tasked with, among other things, making recommendations to the

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Compensation Committee regarding an appropriate compensation peer group, assisting the Compensation Committee in establishing a competitive executive compensation program and making recommendations and providing analysis regarding the compensation of our executive officers, including the named executive officers, discussed below under the heading "*Executive Compensation*."

**Nominating and Corporate Governance Committee.** The members of our Nominating and Corporate Governance Committee are Thomas R. Fuller, Daniel A. Rioux and Michael A. Vlastic, with Mr. Rioux serving as the chairman. Our board of directors has determined that all members of the Nominating and Corporate Governance Committee are independent pursuant to the NYSE rules, under our corporate governance guidelines, and in accordance with our nominating and corporate governance committee charter.

Our Nominating and Corporate Governance Committee is responsible for identifying qualified candidates to be presented to our board of directors for nomination as directors, ensuring that our board of directors and our organizational documents are structured in a way that best serves our practices and objectives, and developing and recommending a set of corporate governance principles. The Nominating and Corporate Governance Committee may consider candidates for our board of directors from any reasonable source, including a search firm engaged by the Nominating and Corporate Governance Committee, recommendations of the board of directors, management or, in accordance with the procedures set forth in our bylaws, our stockholders. In 2015, our Nominating and Corporate Governance Committee held five meetings, including telephonic meetings.

**Reserves Committee.** The members of our Reserves Committee are Tucker S. Bridwell, Thomas R. Fuller and Kevin E. Godwin, with Mr. Fuller serving as the chairman. Our Reserves Committee is composed solely of non-employee directors who meet the "independence" standards of the NYSE, under our corporate governance guidelines and in accordance with our reserves committee charter. Our Reserves Committee has been formed to assist our board of directors with oversight in the preparation by independent petroleum engineers of annual and any special reserve reports and/or audits of the estimated amounts of our consolidated hydrocarbon reserves and related information. The Reserves Committee selects, engages and determines funding for the independent petroleum engineers who evaluate our hydrocarbon reserves and also determines their independence from the Company in accordance with, among other things, the Standards Pertaining to the Estimating and Auditing of Oil and Gas Reserves Information promulgated by the Society of Petroleum Engineers. In 2015, our Reserves Committee held six meetings, including telephonic meetings.

### ***Corporate Governance Matters***

**Corporate Governance Web Page and Available Documents.** We maintain a corporate governance page on our website at [www.halconresources.com](http://www.halconresources.com) where you can find the following documents:

- our corporate governance guidelines;
- our code of ethics;
- our code of conduct;
- our insider trading policy and guidelines with respect to certain transactions in Company securities; and
- the charters of our Audit, Compensation, Nominating and Corporate Governance, and Reserves Committees.

Notwithstanding any reference to our website contained in this report, the information you may find on our website is not part of this report. We will also provide a printed copy of these documents, without charge, to stockholders who request copies in writing from Quentin R. Hicks, Senior Vice

President, Finance & Investor Relations, Halcón Resources Corporation, 1000 Louisiana St., Suite 6700, Houston, Texas 77002.

**Nomination Process.** The Nominating and Corporate Governance Committee will consider stockholder nominees for election as directors. Any stockholder nominations must be received by us not less than sixty (60) days nor more than ninety (90) days prior to the annual meeting; provided however, that in the event that less than seventy (70) days notice or prior public disclosure of the date of the meeting is given or made to stockholders, notice by the stockholder, to be timely, must be received no later than the close of business on the tenth (10th) day following the day on which such notice of the date of the meeting was mailed or such public disclosure was made, whichever first occurs. Nominations should be delivered to the Nominating and Corporate Governance Committee at the following address: The Halcón Resources Corporation Nominating and Corporate Governance Committee, c/o Daniel A. Rioux, Committee Chairman, Halcón Resources Corporation, 1000 Louisiana St., Suite 6700, Houston, Texas 77002. The stockholder's nomination notice must set forth: (i) as to each person whom the stockholder proposes to nominate for election or re-election as a director: (a) the name, age, business address and residence address of the person; (b) the principal occupation or employment and business experience of the person for at least the previous five years; (c) the class and number of shares of our capital stock which are beneficially owned by the person; and (d) any other information relating to the person that is required to be disclosed in solicitations for proxies for election of directors pursuant to the rules and regulations of the SEC under Section 14 of the Exchange Act; and (ii) as to the stockholder giving the notice: (a) the name and record address of the stockholder; and (b) the class and number of shares of our capital stock beneficially owned by the stockholder. Such submission must be accompanied by the written consent of the proposed nominee to be named as a nominee and to serve as a director, if elected. We may require any proposed nominee to furnish such other information as may reasonably be required by us to determine the eligibility of such proposed nominee to serve as a director.

In considering possible candidates for election as a director, the Nominating and Corporate Governance Committee is guided by the principles that each director should be an individual of high character and integrity and have:

- independence;
- wisdom;
- an understanding and general acceptance of our corporate philosophies;
- business or professional knowledge and experience that can address our challenges and opportunities, and contribute meaningfully to the deliberations of our board of directors;
- a proven record of accomplishment with an excellent organization;
- an inquiring mind;
- a willingness to speak one's mind;
- an ability to challenge and stimulate management; and
- a willingness to commit time and energy to our business affairs.

In addition to considering possible candidates for election as directors, the Nominating and Corporate Governance Committee may, in its discretion, review the qualifications and backgrounds of existing directors and other nominees (without regard to whether a nominee has been recommended by stockholders), as well as the overall composition of our board of directors, and recommend the slate of directors to be nominated for election at the ensuing annual meeting of stockholders. Currently, we do not employ or pay a fee to any third party to identify or evaluate, or assist in identifying or evaluating, potential director nominees.

The charter of our Nominating and Corporate Governance Committee provides that the Committee will evaluate our corporate governance effectiveness and recommend such revisions as it deems appropriate to improve our corporate governance. The areas of evaluation may include such matters as the size and independence requirements of our board of directors, board committees, management succession and planning, and regular meetings of our non-employee directors without management in executive sessions.

**Board Diversity.** Our board of directors does not have a formal written policy with regard to the consideration of diversity in identifying director nominees. Our Nominating and Corporate Governance Committee charter, however, requires the committee to review the composition of the board as a whole and recommend, if necessary, measures to be taken so that our board not only contains the required number of independent directors, but also reflects the balance of knowledge, experience, skills, expertise, integrity, analytical ability and diversity as a whole that the committee deems appropriate. This review includes an assessment as to our board's current and anticipated need for directors with specific qualities, skills, experience or backgrounds; the availability of highly qualified candidates; committee workloads and membership needs; and anticipated director retirements.

**Leadership Structure.** Our board currently combines the role of Chairman with the role of Chief Executive Officer, or CEO, and maintains a separate empowered lead independent director position ("Lead Director") to further strengthen our governance structure. Our board believes this provides an efficient and effective leadership model for the Company. Combining the Chairman and CEO roles fosters clear accountability, effective decision-making and alignment on corporate strategy while reducing the potential for fractured leadership that can undermine successful implementation of policy.

Our board believes that the Company is strengthened by the chairmanship of Mr. Wilson, who provides strategic, operational and technical expertise, vision and a proven ability to lead the Company. Our board believes that, under present circumstances, the interests of the Company and its stockholders are best served by the leadership and direction of Mr. Wilson as Chairman and CEO. Our board recognizes that no single leadership model is right for all companies and at all times and that, depending on the circumstances, other leadership models, such as a separate independent chairman of the board, might be appropriate.

Mr. James W. Christmas, who is an independent and non-management director, has served as our Lead Director since January 21, 2015 following the resignation of Mr. James L. Irish III from our board of directors. A Lead Director is elected annually by our board and serves as a key component of our governance structure, subject to oversight by the independent members of our board. The Lead Director's responsibilities and authority generally include:

- presiding over all executive sessions of the independent directors and all other board meetings at which the Chairman is not present;
- calling special meetings of the independent directors when necessary and appropriate;
- coordinating the agenda for, and moderating sessions of, the board's independent directors;
- serving as a liaison between the Chairman and the independent directors;
- consulting with the Chairman regarding specific agenda items and additional materials for board meetings suggested by independent board members;
- approving the scheduling of regular and, where feasible, special meetings of the board to ensure that there is sufficient time for discussion of all agenda items;
- facilitating communications among the other members of the board;
- consulting with the chairs of the board committees and soliciting their participation to avoid diluting their authority or responsibilities; and
- performing other duties as the board may from time to time delegate.

Our corporate governance guidelines currently provide that non-management directors must meet at regularly scheduled executive sessions without management. Mr. Christmas, as Lead Director, presided over the executive sessions of our non-management directors during 2015. During 2015, our non-management directors held five executive sessions without management present, and Mr. Christmas presided over each executive session.

**Risk Oversight.** It is the job of our CEO, President, Chief Financial Officer, Chief Legal Officer, and other members of our senior management to identify, assess, and manage our exposure to risk. In conjunction with our risk oversight program, senior management has retained outside consultants to assist in identifying, assessing, analyzing and developing plans to mitigate enterprise risks. Our board plays an important role in overseeing management's performance of these functions. Our board of directors has approved the charter of its Audit Committee, which lists the primary responsibilities of the Audit Committee. Those responsibilities require the Audit Committee to discuss with management our major financial risk exposures and the steps management has taken to monitor and control such exposures, including the substance of any significant litigation, contingencies or claims that had, or may have, a significant impact on the financial statements. The Audit Committee is also required to discuss with management and review the mechanisms, guidelines and policies that govern the processes by which risk assessment and management are undertaken.

Each of the board's other committees also oversees the management of risks that fall within such committee's area of responsibility. Our Compensation Committee incorporates risk considerations, including the risk of loss of key personnel, as it evaluates the performance of our CEO and other executive officers, reviews management development and determines compensation structure and amounts. Our Nominating and Corporate Governance Committee focuses on issues and risks relating to board composition, leadership structures, succession planning and corporate governance matters. The focus of our Reserves Committee is on the integrity of the process of selecting our independent petroleum engineers and whether reports prepared by our independent petroleum engineers are prepared in accordance with the accepted or required petroleum engineering standards.

Our board receives reports from its committees regarding the risks considered in their respective areas to ensure that our board has a broad view of our strategy and overall risk management process. In performing its risk oversight function, each committee has full access to management, as well as the ability to engage advisors. Each committee's charter is available on our website at [www.halconresources.com](http://www.halconresources.com).

**Communications with Directors.** Our board welcomes communications from our stockholders and other interested parties. Stockholders and any other interested parties may send communications to our board, to any committee of our board, to the Lead Director, or to any director in particular to: c/o Halcón Resources Corporation, Attention: Corporate Secretary, 1000 Louisiana St., Suite 6700, Houston, Texas 77002. Any correspondence addressed to our board, to any committee of our board, to the Lead Director, or to any one of the directors in care of our offices is required to be forwarded to the addressee or addressees without review by any person to whom such correspondence is not addressed.

**Directors' Attendance at Stockholder Meetings.** Our corporate governance guidelines provide that our directors are encouraged, but not required, to attend annual meetings of our stockholders. None of our directors, other than Mr. Wilson, attended last year's annual meeting of stockholders.

#### ***Section 16(a) Beneficial Ownership Reporting Compliance***

Section 16(a) of the Exchange Act requires our directors, executive officers and persons who beneficially own more than 10% of our common stock to file certain reports with the SEC concerning their beneficial ownership of our equity securities. The SEC's regulations also require that a copy of all

such Section 16(a) forms filed must be furnished to us by the executive officers, directors and greater than 10% stockholders. To our knowledge based solely on a review of copies of reports filed under Section 16(a) during the 2015 fiscal year and furnished to us, our directors, executive officers and holders of 10% or more of our shares timely filed reports required by Section 16(a), with the exception of one Form 5 filed late on behalf of Mr. Wilson relating to a gift of 11,000 shares to the Elijah B. Wilson Trust.

### ***Code of Conduct and Code of Ethics***

The Company's Code of Conduct and Code of Ethics for the Chief Executive Officer and Senior Financial Officers can be found on the Company's website located at [www.halconresources.com](http://www.halconresources.com). Any stockholder may request a printed copy of such materials by submitting a written request to the Company's Corporate Secretary. If the Company amends the Code of Ethics or grants a waiver, including an implicit waiver, from the Code of Ethics, the Company will disclose the information on its website. The waiver information will remain on the website for at least twelve months after the initial disclosure of such waiver.

### ***Management***

The following table sets forth the names and ages of all of our executive officers, the positions and offices with us currently held by such persons and the months and years in which continuous service began:

<b>Name</b>	<b>Executive Officer Since</b>	<b>Age</b>	<b>Position</b>
Floyd C. Wilson	Feb. 2012	69	Chairman of the Board and Chief Executive Officer
Stephen W. Herod	May 2012	57	President
Mark J. Mize	Feb. 2012	44	Executive Vice President, Chief Financial Officer and Treasurer
David S. Elkouri	May 2012	62	Executive Vice President, Corporate Strategy and Chief Legal Officer
Quentin R. Hicks	Aug. 2013	41	Senior Vice President, Finance and Investor Relations
Leah R. Kasperek	May 2012	46	Senior Vice President, Human Resources
Tina S. Obut	Feb. 2013	51	Senior Vice President, Corporate Reserves
Joseph S. Rinando, III	May 2012	44	Senior Vice President, Chief Accounting Officer and Controller
Jon C. Wright	May 2012	46	Senior Vice President, Operations

Our executive officers are appointed to serve until the meeting of the board of directors following the next annual meeting of stockholders and until their successors have been elected and qualified. The following paragraphs contain certain information about each of our executive officers other than Mr. Wilson, whose biographical information is included under the heading " *The Board of Directors* " above.

**Stephen W. Herod** has served as President since May 2012. Mr. Herod served as Executive Vice President—Corporate Development and Assistant Secretary of Petrohawk Energy Corporation from August 2005 until BHP Billiton acquired Petrohawk in August 2011. Mr. Herod served as Vice President—Corporate Development of Petrohawk from May 2004 until August 2005. Prior to joining Petrohawk, he was employed by PHAWK, LLC from its formation in June 2003 until May 2004. He served as Executive Vice President—Corporate Development for 3TEC Energy Corporation from December 1999 until its merger with Plains Exploration & Production Company in June 2003 and as Assistant Secretary from May 2001 until June 2003. Mr. Herod served as a director of 3TEC from July

1997 until January 2002. Mr. Herod served as the Treasurer of 3TEC from 1999 until 2001. From July 1997 to December 1999, Mr. Herod was Vice President—Corporate Development of 3TEC. Mr. Herod served as President and a director of Shore Oil Company from April 1992 until the merger of Shore with 3TEC's predecessor in June 1997. He joined Shore's predecessor as Controller in February 1991. Mr. Herod was employed by Conquest Exploration Company from 1984 until 1991 in various financial management positions, including Operations Accounting Manager. From 1981 to 1984, Superior Oil Company employed Mr. Herod as a financial analyst. Mr. Herod has a Bachelor of Science degree in finance and management from Oklahoma State University.

**Mark J. Mize** has served as Executive Vice President, Chief Financial Officer and Treasurer since February 2012. Mr. Mize served as Executive Vice President—Chief Financial Officer and Treasurer of Petrohawk Energy Corporation from August 2007 until BHP Billiton acquired Petrohawk in August 2011. Mr. Mize served as the Chief Ethics Officer and Insider Trading Compliance Officer for Petrohawk until June 2009. Additionally, he served as Vice President, Chief Accounting Officer and Controller at Petrohawk from July 2005 until August 2007. Mr. Mize first joined Petrohawk in November 2004 as Controller. Prior to working at Petrohawk, Mr. Mize was the Manager of Financial Reporting of Cabot Oil & Gas Corporation, a public oil and gas exploration company, from January 2003 to November 2004. Prior to his employment at Cabot Oil & Gas Corporation, he was an Audit Manager with PricewaterhouseCoopers LLP from 1996 to 2002. Mr. Mize is a Certified Public Accountant and has a Bachelor degree in Accounting from the University of Houston.

**David S. Elkouri** has served as Executive Vice President, Corporate Strategy and Chief Legal Officer since April 2014. Mr. Elkouri served as Executive Vice President, General Counsel from May 2012 to April 2014. Mr. Elkouri served as Executive Vice President—General Counsel and Secretary of Petrohawk Energy Corporation from 2007 until BHP Billiton acquired Petrohawk in August 2011. He also served as Chief Ethics Officer and Insider Trading Compliance Officer of Petrohawk. From 2004 to 2007, he served as lead outside counsel for Petrohawk. Prior to that, Mr. Elkouri served as lead outside counsel for 3TEC Energy Corporation from 1999 to 2003. He also served as lead outside counsel for Hugoton Energy Corporation from 1994 to 1998. Mr. Elkouri is a co-founder of Hinkle Law Firm LLC where he practiced for 20 years prior to joining Petrohawk. Mr. Elkouri is a graduate of the University of Kansas School of Law where he served as a Research Editor of the Kansas Law Review.

**Quentin R. Hicks** has served as Senior Vice President, Finance and Investor Relations since January 2016. Mr. Hicks served as Vice President, Finance from August 2013 to January 2016. Mr. Hicks initially joined Halcón as Director of Financial Planning in August 2012 after GeoResources merged with Halcón. While with GeoResources, Mr. Hicks served as Director of Acquisitions and Financial Planning from 2011 to 2012. From 2004 to 2011, he worked in investment banking with Bear Stearns, Sanders Morris Harris and most recently Madison Williams, where he was a Director in their energy investment banking practice. Prior to that, Mr. Hicks worked as Manager of Financial Reporting for Continental Airlines. He began his career in 1998 working as an auditor for Ernst and Young LLP. Mr. Hicks graduated from Texas A&M University with a Bachelor of Business Administration and a Master of Science degree in accounting. In addition, he holds a Masters of Business Administration degree in finance from Vanderbilt University. Mr. Hicks is a Certified Public Accountant.

**Leah R. Kasperek** has served as Senior Vice President, Human Resources since December 2014. Ms. Kasperek initially joined Halcón in February 2012. Prior to joining Halcón, Ms. Kasperek held numerous HR leadership positions across multiple industries including oil and gas, utilities and manufacturing. Ms. Kasperek served as Director of Human Resources at Southwestern Energy from 2009 to January 2012. She served as Vice President of Human Resources for CenterPoint Energy from 2004 until 2008. From 1996 to 2004, Ms. Kasperek was employed by Anheuser-Busch Companies and served as Vice President of Human Resources from 2001 until 2004. Ms. Kasperek has a Bachelor of Arts degree from the University of Southwestern Louisiana and a law degree from the University of Houston Law Center.

**Tina S. Obut** has served as Senior Vice President, Corporate Reserves since December 2014. Ms. Obut served as Vice President, Corporate Reserves from February 2013 to December 2014. Ms. Obut served as Senior Manager of Petroleum Resources at BHP Billiton Petroleum from 2011 to 2012. Prior to that, she served as Senior Vice President, Corporate Reserves for Petrohawk Energy Corporation from 2006 until its sale to BHP Billiton in 2011. From 2004 to 2006, Ms. Obut served as Manager of Reservoir Engineering Evaluations at El Paso Production Company. In addition, she held various engineering, managerial and executive positions at Mission Resources, Ryder Scott Company and Chevron from 1989 to 2006. Ms. Obut has a Bachelor of Science degree in Petroleum Engineering from Marietta College, a Master of Science degree in Petroleum and Natural Gas Engineering from Penn State and a Master of Business Administration degree from the University of Houston. Ms. Obut is a Licensed Professional Engineer in the State of Texas (#82050).

**Joseph S. Rinando, III** has served as Senior Vice President, Chief Accounting Officer and Controller since December 2014. Mr. Rinando served as Vice President and Chief Accounting Officer from May 2012 to December 2014. Mr. Rinando initially joined Halcón as Director of Finance in February 2012. Mr. Rinando served as Vice President and Chief Financial Officer of Wilson Industries, a Schlumberger company, from 2010 to 2012. Prior to joining Wilson, he served as Executive Vice President and Chief Financial Officer for Foxxe Energy Services, LLC, a private-equity owned international drilling rig contractor, from 2009 to 2010. Prior to Foxxe, Mr. Rinando served as Vice President and Corporate Controller of Smith International, Inc. from 2006 until 2009 and as Director of Financial Reporting from 2003 to 2006. From 1995 to 2003, he was in the Energy Practice of PricewaterhouseCoopers, LLP, most recently as an Audit Senior Manager, serving clients focused on exploration and production, natural gas transmission, power and utilities, petrochemicals and refining, and drilling. Mr. Rinando graduated Summa Cum Laude with a Bachelor of Business Administration degree in Accounting from Lamar University and is a Certified Public Accountant in the State of Texas.

**Jon C. Wright** has served as Senior Vice President, Operations since December 2014. Mr. Wright served as Vice President, Operations from May 2012 to December 2014. Mr. Wright served as W. Rockies Operations Manager at Newfield Exploration from 2009 until 2012. Mr. Wright also served as Lead, Production for W. Oklahoma and Lead Drilling for Woodford Shale from 2005 until 2009. Prior to that, Mr. Wright was a Senior Drilling Engineer at BP from 2004 to 2005. He also served as Drilling Engineer from 2001 to 2004. From 1997 to 2001, he held various drilling positions for Conoco. Mr. Wright has a Bachelor of Science degree in Petroleum Engineering from Texas A&M University and a Master of Business Administration degree from Rice University.

## **ITEM 11. EXECUTIVE COMPENSATION**

The following discussion of executive compensation contains descriptions of various employment-related agreements and employee benefit plans. These descriptions are qualified in their entirety by reference to the full text of the referenced agreements and plans, which have been filed by us as exhibits to our reports on Forms 10-K, 10-K/A, 10-Q and 8-K filed with the SEC.

### **COMPENSATION DISCUSSION AND ANALYSIS**

#### *Introduction*

Our compensation program is designed, structured and administered under the oversight of the Compensation Committee of our board of directors. Our Compensation Committee is composed entirely of independent directors: Michael A. Vlasic (Chairman), Tucker S. Bridwell, Daniel A. Rioux and Mark A. Welsh IV.

In February 2012, HALRES LLC (formerly Halcón Resources, LLC), a newly-formed limited liability company led by Floyd C. Wilson, recapitalized us with a \$550.0 million investment. We refer to this as the "HALRES Transaction." The HALRES Transaction resulted in the appointment of an

entirely new management team and board of directors, and we promptly embarked on a new business strategy focused on the acquisition of unevaluated leasehold and producing properties located in domestic onshore, liquids-rich, resource-style prospect areas. In the years since, we focused on the development of acquired properties and also divested non-core assets in order to fund activities in our core resource plays. Our oil and natural gas assets consist of proved reserves and undeveloped acreage positions in unconventional liquids-rich basins/fields.

For the purposes of our discussion, our named executive officers for 2015 are:

<u>Name</u>	<u>Title</u>
Floyd C. Wilson	Chairman of the Board and Chief Executive Officer (our principal executive officer)
Stephen W. Herod	President
Mark J. Mize	Executive Vice President, Chief Financial Officer and Treasurer (our principal financial officer)
Charles E. Cusack III *	Executive Vice President and Chief Operating Officer
David S. Elkouri	Executive Vice President, Corporate Strategy and Chief Legal Officer

\* *Left the Company effective March 1, 2016.*

#### *Overview of Our Compensation Program*

We operate in a highly competitive environment and must recruit, motivate and retain the executive talent required to successfully manage and grow our business and to achieve our short and long-term business objectives. We use a competitive mix of fixed and at-risk compensation related to stockholder value and our overall performance to achieve our goals and to align the interests of senior management and key employees to those of our stockholders. We currently target total compensation for our senior management at the 50<sup>th</sup> percentile of our compensation peer group utilizing our independent compensation consultant's experience in the design of executive compensation in the U.S. exploration and production industry, as well as market data specific to the market in which the Company competes for top-level talent and taking into account our assessment of management's performance, competitive market conditions and other factors that we deem relevant.

Generally, we utilize a similar percentage, on average, of "at-risk" compensation as our compensation peer group. At-risk compensation includes annual cash incentives, the payment of which depends upon our Compensation Committee's annual assessment of management performance, and long-term equity incentives. As a result of our use of at-risk compensation, the actual compensation realized by senior management will vary and may be substantially higher or lower than the amount paid by our compensation peer group. Long-term equity incentives generally comprise more than 50% of the value of the total compensation paid to our senior management. Historically, we have relied predominantly on time-vested restricted stock and stock option awards issued under our First Amended and Restated 2012 Long-Term Incentive Plan, which we refer to as the "Plan," with approximately 50% of those awards in the form of stock options having an exercise price equal to the closing market price of our common stock on the date of grant (which is established pursuant to our Equity-Based Incentive Grant Policy). Our use of stock options represents a higher percentage of this type of award than typically utilized by our compensation peer group. Stock options become valuable only if our common stock price increases above the option exercise price. Additionally, each equity award that we issue to senior management and key employees vests over a minimum period of three years. Accordingly, these awards are subject to the risk of fluctuations in the trading price of our common stock and the risk of forfeiture if the individual does not remain employed by us through the vesting of the award. In 2015, the long-term equity incentives that we utilized consisted of entirely of stock options and restricted stock, vesting ratably over a three year period. In 2014, we awarded performance units to certain

members of senior management in lieu of stock options. These performance units will vest only if on the third anniversary of their issuance a minimum average share price target has been met, with the value of the units increasing to the extent the average share price exceeds the minimum target. Each of these types of awards is discussed in greater detail below under " *2012 Long-Term Incentive Plan* " .

*Our Compensation Committee*

In accordance with its charter, the primary duties and responsibilities of the Compensation Committee are to establish and implement our compensation policies and programs for senior management, including the named executive officers. The Compensation Committee has the authority to select and engage the services of a compensation consultant, independent legal counsel or other advisor after considering certain factors relevant to independence from management. After conducting its independence assessment, the Compensation Committee has the sole authority to engage, obtain the advice of, oversee, terminate and determine funding for such independence professional advisers, including but not limited to consulting firms, independent legal counsel or other advisers, as the Compensation Committee determines appropriate to carry out its functions. A copy of the Compensation Committee charter is available on our website at [www.halconresources.com](http://www.halconresources.com) under the section entitled " *Investor Relations—Corporate Governance* ." The Compensation Committee also reviews and assesses the adequacy of its charter, at least annually, and recommends any proposed changes to our board of directors for approval.

The Chairman of the Compensation Committee works with certain members of our management, including our Senior Vice President, Human Resources to establish an agenda for each meeting of the Compensation Committee and, with the assistance of outside advisors, to prepare meeting materials. Various members of management, typically including our Chief Executive Officer and Senior Vice President, Human Resources, as well as outside advisors, may be invited to attend all or a portion of a Compensation Committee meeting depending on the nature of the matters to be discussed. Only members of the Compensation Committee vote on items before the Compensation Committee; however, the Compensation Committee and board of directors often solicit the views of senior management on compensation matters, in particular as they relate to the compensation of other members of senior management.

*Our Compensation Philosophy and Program Design*

Our success depends on the continued contributions of our senior management and other key employees. Our compensation program is intended to recruit, motivate and retain the executive talent required to successfully manage and grow our business and to achieve our short and long-term business strategy by providing compensation that is competitive in relation to our peers while fostering an atmosphere of teamwork, recognizing overall business results and individual merit, and supporting the attainment of our strategic objectives by tying the interests of senior management and key employees to those of our stockholders.

The design of our compensation program for senior management, including the named executive officers, is intended to provide compensation that is competitive with our compensation peer group; balance short-term and long-term goals through the use of annual cash incentives and grants of long-term equity incentives; and deliver a mix of fixed and at-risk compensation that is related to our overall performance and the creation of stockholder value.

Each element of compensation is reviewed and considered with the other elements of compensation to ensure that it is consistent with the objectives of both that particular element of compensation and our overall compensation program and, that individually and collectively, our compensation practices do not encourage inappropriate, unnecessary or excessive risk taking. In

determining senior management compensation, including the compensation of the named executive officers, we considered the following factors:

- the compensation practices of our compensation peer group;
- our size and stock performance relative to companies comprising our compensation peer group;
- the degree to which senior management achieved our business objectives during 2015;
- each individual's contributions to our accomplishments during 2015; and
- the external challenges to our ability to attract and retain strong senior management.

*Role of Our Independent Compensation Consultant*

For 2015, the Compensation Committee engaged Longnecker & Associates, Inc. ("Longnecker") to advise on executive compensation and, in that capacity to, among other things, make recommendations regarding an appropriate compensation peer group, to assist the Compensation Committee in establishing a competitive executive compensation program and to make recommendations and provide analysis regarding the compensation of senior management, including the named executive officers. In accordance with the rules of the NYSE, the Compensation Committee annually considers the independence of Longnecker from Company management based upon various factors, including the magnitude of any fees the consultant received from the Company for services or products provided to the Company relative to the firm's annual gross revenues; whether the individuals that advise the Compensation Committee participate directly or by collaboration with others in the firm in the provision of any services or products to the Company; whether the consultant provided any products or services to any executive officer of the Company; and whether the individuals that advise the Compensation Committee own any Company securities. After considering these various factors, the Compensation Committee determined that Longnecker was independent of Company management during the relevant periods covered by this report. No conflicts of interest or issues involving the independence of Longnecker arose during the periods covered by this report.

Longnecker reports directly to the Compensation Committee and, in carrying out its duties, may work with our Senior Vice President, Human Resources when preparing materials for the Compensation Committee. During 2015, representatives of Longnecker attended Compensation Committee meetings, met with the Compensation Committee without management being present and provided third-party data, analysis, advice and expertise on executive compensation and executive compensation programs. We relied upon this data, Longnecker's analyses of the data and its recommendations in establishing our compensation peer group, compensation programs and in establishing specific compensation amounts for our senior management, including the named executive officers. Longnecker also advised the Compensation Committee regarding the terms of the employment agreements that were negotiated with senior management during 2012 and 2013.

During the course of assisting the Compensation Committee, Longnecker generated reports that included a compilation of compensation data based upon our compensation peer group (discussed below) and particularized data for industry participants to the extent Longnecker determined that such additional data would prove useful in our compensation process. At the direction of the Compensation Committee, Longnecker also reviewed materials prepared by certain members of senior management and advised the Compensation Committee on the matters included in the materials, including the consistency of management proposals with the Committee's compensation philosophy, programs and objectives and the degree to which such proposals conformed with compensation peer group data and peer company practices.

Our Compensation Committee periodically reconsiders, with the advice and assistance of Longnecker, the composition of our compensation peer group and will recommend changes to so that

it reflects as nearly as practicable equivalently situated companies that we compete with for management talent. For example, the composition of our compensation peer group may change in response to, among other things, changes in our assets, revenues and market capitalization, as well as in response to business combinations involving members of our peer group. Longnecker advises us on the composition of our compensation peer group, and provides reports and analyses on compensation practices of our compensation peer group, as discussed in more detail below.

*Our Compensation Peer Group*

In developing our compensation structure, we review the compensation and benefit practices, as well as levels of pay, of a compensation peer group of companies selected by the Compensation Committee, with the advice and assistance of Longnecker, from U.S. on-shore focused oil and natural gas exploration and development companies. In preparation for our 2015 compensation review, Longnecker provided compensation data and analyses, which included, among other things, (1) the companies reviewed in their analysis of an appropriate compensation peer group recommendation; (2) compensation data of the recommended compensation peer group; and (3) particularized data for industry participants to the extent Longnecker determined that such additional data would prove useful in our compensation process.

We annually review, evaluate and update our compensation peer group for benchmarking purposes to provide ongoing comparability for compensation purposes. Adjustments to our compensation peer group are made due to business combinations or sales of peer group companies, as well as when necessary, in the opinion of our Compensation Committee, to better reflect the companies that compete with us for management talent and share common characteristics with our business, including assets, production levels, revenues, oil and natural gas reserves and production mix, market capitalization and enterprise value. For the compensation structure developed for 2015, our compensation peer group consisted of the following eleven companies:

- SandRidge Energy, Inc.
- Bonanza Creek Energy, Inc.
- Resolute Energy Corporation
- Newfield Exploration Co.
- Oasis Petroleum Inc.
- Sanchez Energy Corporation
- Stone Energy Corporation
- Rosetta Resources, Inc.
- Northern Oil and Gas, Inc.
- Gulfport Energy Corporation
- Magnum Hunter Resources Corporation

We have maintained the same peer group for 2016, other than removing Rosetta Resources, Inc. due to its acquisition by Noble Energy in July 2015. Accordingly, our compensation peer group for 2016 consists of the following ten companies:

- SandRidge Energy, Inc.
- Bonanza Creek Energy, Inc.
- Resolute Energy Corporation
- Newfield Exploration Co.
- Oasis Petroleum Inc.
- Sanchez Energy Corporation
- Stone Energy Corporation
- Northern Oil and Gas, Inc.
- Gulfport Energy Corporation
- Magnum Hunter Resources Corporation

During 2014 we lowered our compensation targets to approximately the 50<sup>th</sup> percentile of our compensation peer group and retained this target during 2015 and 2016. This was a departure from the early stages of our compensation program. In the early stages of our compensation program, we targeted compensation for our senior management at approximately the 75<sup>th</sup> percentile of our compensation peer group because we considered this level of compensation necessary for us to recruit, motivate and retain the executive talent capable of executing our rapid growth business strategy and managing our business in a competitive environment.

Our Compensation Committee establishes various performance metrics near the beginning of each year that it utilizes as a guideline in conjunction with its determination of annual cash incentives (i.e., cash bonuses) for senior management following year-end, including measures relating to leverage and liquidity, operational efficiency and financial performance. While the Compensation Committee may assign pre-determined weightings to the quantitative measures it establishes, as a general matter, these measures of performance collectively aggregate approximately 50% of the overall weighting that factors into annual cash incentive determinations and 50% is based on other factors the Compensation Committee deems relevant and appropriate, including individual performance. However, regardless of the relative weighting of these factors, the actual amount of any annual cash incentive award is entirely discretionary. Our Compensation Committee believes retaining discretion over the amount of such awards is necessary in light of the dynamic nature of the Company's activities, the potential for rapid changes in the business environment and the limitations inherent in quantitative measures of performance. In addition, although our Compensation Committee recognizes that each member of senior management will contribute to the overall success in the achievement of our goals to varying degrees, and it takes these relative contributions into account when considering compensation generally, and annual cash incentives in particular, our Compensation Committee views the successful implementation of our goals as principally a "team" effort and therefore does not establish individualized performance targets or goals.

## **2015 Compensation Program**

### *Elements of Compensation*

The principal elements of our executive compensation program are base salary, annual cash incentives, long-term equity incentives and post-termination severance (under certain circumstances), and other benefits and perquisites, consisting of life and health insurance benefits, a qualified 401(k) savings plan, the reimbursement of certain club dues for our Chief Executive Officer and Chief Financial Officer and limited tax gross ups for life insurance, parking and country club memberships. From time to time, the Compensation Committee varies the mix of compensation utilized, depending upon the Compensation Committee's current view of the most efficacious method to provide incentives under current market conditions, taking into account the compensation practices of our compensation peer group and the advice of our independent compensation consultant. For 2015, in response to increased volatility in both commodity prices and the trading price of our common stock and in light of the challenging business environment and market compensation practices, we elected not to utilize performance units, as we had in 2014, and reverted to our historical practice of issuing time-vested restricted stock and stock option awards. Our Compensation Committee also elected not to pay annual cash incentives to senior management for 2015 performance.

### *Base Salary*

We review base salaries for our senior management, including the named executive officers, annually to determine if any modification is appropriate. In reviewing base salaries, we consider several factors, including a comparison to base salaries paid for comparable positions in our compensation peer group, the relationship among base salaries paid within our Company and individual experience and contributions. Our intent is to fix base salaries at levels that we believe are consistent with our compensation program design objectives, which include a greater emphasis upon the incentive elements of compensation without sacrificing our ability to recruit, motivate and retain executive talent in a competitive environment.

For 2015, our Compensation Committee, after discussion with its independent compensation consultant, determined to leave base salaries for our named executive officers unchanged from 2014 levels in light of current market conditions and the Company's overall target to be competitive with the 50<sup>th</sup> percentile of our 2015 compensation peer group for comparable positions.

Base salaries for all of our named executive officers in 2015 were as follows:

<u>Name</u>	<u>2015 Base Salary</u>
Floyd C. Wilson	\$ 750,000
Stephen W. Herod	\$ 450,000
Mark J. Mize	\$ 400,000
Charles E. Cusack III	\$ 400,000
David S. Elkouri	\$ 375,000

For 2016, our Compensation Committee has determined to leave base salaries for the named executive officers unchanged from 2015, as such amounts remained competitive with the 50<sup>th</sup> percentile of our 2016 compensation peer group for comparable positions.

#### *Annual Cash Incentives*

Annual cash incentives for senior management are reviewed following the end of the year. At the beginning of 2015, the Compensation Committee established operating targets for management covering production and reserve growth, reductions in proved finding and development (F&D) costs, improvements in cash flow per share, improvements in the ratio of our net debt to earnings before interest, taxes, depreciation and amortization (EBITDA), and improved liquidity and environmental, health and safety metrics. The Compensation Committee believes that establishing financial or performance targets for senior management serves many useful purposes, including enhancing focus on specific objectives that the board considers important. However, fundamentally, our Compensation Committee believes that retaining discretion over whether to award annual cash incentives and, if so, the amount thereof, is necessary in light of the dynamic nature of the Company's activities, the potential for rapid changes in the business environment and the limitations inherent in quantitative measures of performance. For 2015, senior management was able to meet or exceed certain of the operating targets that were established at the beginning of the year; however, the achievement of these targets did not offset significant declines in the trading price of the Company's common stock during the year. As a consequence, our Compensation Committee determined not to award annual cash incentives to the named executive officers for 2015 performance.

In the future, for a variety of reasons, such as to assist in communicating corporate objectives and setting definitive expectations and rewards for senior management, we may elect to establish performance targets that must be met in whole or in part to qualify for annual cash incentives and in conjunction therewith our board of directors or Compensation Committee may limit the discretion exercised with respect to determining annual cash incentives. As a general matter, however, we do not believe that a formulaic or inflexible compensation program will necessarily provide appropriate incentives or rewards for the performance that we expect and, therefore, particularly given our current business plans and activities, in the near-term we anticipate that we will retain substantial discretion to alter performance factors, relative weighting and targets as circumstances warrant and opportunities arise and, in assessing the performance of the Company or an individual, to take such factors into consideration as we may consider relevant from time to time. Accordingly, compensation, including annual cash incentives, may vary greatly from year to year and from executive to executive as a consequence of corporate performance and individual contribution relative to such factors that we may consider important.

#### *Long-term Incentives*

Long-term incentives comprise a significant portion of an executive's compensation package. Long-term incentives are consistent with our objective of providing an "at-risk" component of compensation. As noted above, our business strategy embraces the consolidation trend in our industry

and providing long-term incentive award opportunities for senior management and key employees both align their interests with those of our stockholders and help to offset the negative implications that such a strategy may have on our ability to recruit and retain executive talent and key employees.

Historically, we have awarded grants of restricted stock, stock options and, for the first time in 2014, performance units, to certain members of senior management, including the named executive officers. Each of these awards is discussed in more detail below. Historically, we have utilized this combination because of the differing risk and reward characteristics of these awards. From time to time, we may utilize a different mix of these awards or utilize other forms of awards, such as stock appreciation rights, each of which is permitted under the Plan and discussed in more detail below, depending upon the Compensation Committee's current view of the most efficacious method to provide incentives under current market conditions and taking into account the practices of our compensation peer group. For example, during 2014, we awarded performance units to certain members of senior management in lieu of stock options and utilized a larger percentage of such awards relative to restricted stock than we have in the past. An explanation of the reasons for this change and the operation of the performance units utilized in 2014 is set forth below under the heading "*2012 Long-Term Incentive Plan—Performance Units*." Regardless of the nature of the award, our Compensation Committee recommends, and the board of directors approves, the type and amount of awards that will be made to all employees, as well as the type and size of individual grants for each member of senior management other than our Chief Executive Officer, whose compensation is approved by the Compensation Committee.

All grants of equity awards are made in accordance with our Equity-Based Incentive Grant Policy, which sets forth the timing of awards and the procedures for making awards and, in the case of stock options and stock appreciation rights, for determining the exercise price or grant value, respectively, of the award. The amounts granted will vary each year and are based on performance of senior management, our analysis of compensation peer group data and the total compensation package of each member of senior management, as discussed in more detail below. Previous awards and grants, whether vested or unvested, may be considered by the Compensation Committee in establishing the current year's awards, but was not a significant influence in our compensation practices for 2015.

In general, the Compensation Committee, with the input and advice of its independent compensation consultant, believes that it is in the best interests of the Company to compensate senior management on a competitive basis consistent with the Company's compensation program objectives and overall corporate and individual performance and to do so fairly relative to one another, irrespective of any individual's personal investments. However, from time to time, as part of its compensation process, our Compensation Committee has considered whether and to what degree a member of senior management's investment of his or her own funds in HALRES LLC should factor into equity awards issued by the Company to the members of senior management to the extent that such pre-existing investment serves as an equity-based performance incentive for senior management. Each of our named executive officers and certain of our directors invested in an entity that holds a 10% interest in HALRES LLC.

The long-term incentive information related to the named executive officers during fiscal year 2015 is included in the Summary Compensation Table set forth below. Additional information on long-term incentive awards for 2015 is shown in the Grants of Plan-Based Awards in 2015 table and the Outstanding Equity Awards at December 31, 2015 table, each of which is set forth below. As a consequence of the volatility in the trading price of our common stock, the limited number of shares available under our Plan and the Company's ongoing initiative to improve its balance sheet, our Compensation Committee, with the input and advice of its independent compensation consultant, elected not to award long-term equity incentives to the named executive officers during its annual compensation review held in February 2016.

## **2012 Long-Term Incentive Plan**

We grant equity awards under our First Amended and Restated 2012 Long-Term Incentive Plan, as amended, which for purposes of this discussion we referred to as the "Plan." The Plan was initially established effective May 8, 2006, and was then called the "RAM Energy Resources, Inc. 2006 Long-Term Incentive Plan." Following our recapitalization in February 2012, the plan was amended and restated and renamed the "Halcón Resources Corporation 2012 Long-Term Incentive Plan" effective May 17, 2012, which was approved by the Company's stockholders at the Company's 2012 Annual Meeting of Stockholders held May 17, 2012. Effective February 27, 2013, we again amended and restated the Plan to conform certain provisions relating to a participant's exercise of certain awards under the Plan to the methods of notice and exercise offered by the Company through the online platform provided by a third party administrator of awards under the Plan. Our stockholders approved an amendment to the Plan to increase the number of shares of common stock that may be issued under the Plan at our annual stockholders meeting held on May 23, 2013.

Subject to certain adjustments that may be required from time to time to prevent dilution or enlargement of the rights of participants under the Plan, currently a maximum of 16.3 million shares of common stock may be issued under the Plan; however, that includes shares previously issued under the Plan and shares subject to outstanding awards previously issued under the Plan. As of March 31, 2016, a total of 2,038,501 shares of common stock had been granted as restricted stock and were outstanding, 4,563,442 shares were reserved for the exercise of outstanding stock options, 641,660 shares were reserved for the vesting of performance units (assuming this maximum number of shares are earned thereunder) and 6,989,297 shares of our common stock remained available for issuance pursuant to the Plan.

The Plan facilitates the issuance of future long-term incentive awards as part of our overall compensation program and is administered by a committee of non-employee directors of our board of directors, currently our Compensation Committee. For the year ended December 31, 2015, substantially all of our eligible employees received awards under the Plan.

The Plan permits granting awards in a wide variety of forms, including options to purchase our common stock, shares of restricted stock, restricted stock units (granting the recipient the right to receive common stock), shares of incentive stock (common stock issued without a restriction period), stock appreciation rights, performance units (settled in common stock or cash) and performance bonuses (settled in common stock or cash). We currently utilize as awards under the Plan only restricted stock, stock options and performance units. No more than 680,000 shares of common stock may underlie awards to a single recipient in any calendar year, and performance bonuses may not exceed \$5 million to any recipient in any calendar year.

The Plan will expire on May 16, 2022. No grants will be made under the Plan after that date, but all grants made on or prior to such date will continue in effect thereafter subject to the terms of the award and of the Plan. Our board of directors may, in its discretion, terminate the Plan at any time. The termination of the Plan would not affect the rights of participants or their successors under any awards outstanding and not exercised in full on the date of termination. The board of directors may at any time, and from time to time, amend the Plan in whole or in part. Any amendment that must be approved by our stockholders in order to comply with the terms of the Plan, applicable law or the rules of the principal securities exchange, association or quotation system on which our common stock is then traded or quoted will not be effective unless and until such approval has been obtained. The board of directors is not permitted, without the further approval of the stockholders, to make any alteration or amendment that would materially increase the benefits accruing to participants under the Plan, increase the aggregate number of shares that may be issued pursuant to the provisions of the Plan, change the class of individuals eligible to receive awards under the Plan or extend the term of the Plan.

*Stock Options*

An important objective of our long-term incentive program is to strengthen the relationship between the long-term value of our stock price and the potential financial gain for employees. Stock options provide participants with the opportunity to purchase our common stock at a price fixed on the grant date regardless of future market price. A stock option becomes valuable only if our common stock price increases above the option exercise price and the holder of the option remains employed during the period required for the option to vest, thus providing an incentive for an option holder to remain employed by us. Stock options link the option holder's compensation to stockholders' interests by providing an incentive to increase the market price of our stock.

Option grants to senior management are generally considered annually, in February, after our year-end results become available, while grants to other eligible officers and employees are generally considered in December of each year. Our practice is that the exercise price for each stock option is the market value on the date of grant, which is normally the date that our Compensation Committee approves the award at a meeting of the Compensation Committee or a trading day after our release of earnings or other material nonpublic information in accordance with our Equity-Based Incentive Grant Policy. Our current policy provides for grants to be made or priced only during a trading window, as set forth in our Amended and Restated Insider Trading Policy, and within such window only at such time as there is no material non-public information regarding the Company. Under the Plan, the stock option price may not be less than the fair market value (the closing market price) of the shares on the date of grant. With respect to employees who are not executive officers, the Compensation Committee typically delegates the authority to make such grants to our chief executive officer but specifies the total number of shares that may be subject to grants and the other material terms of the grants. All proposed stock options to new-hire employees are required to be approved by our Compensation Committee. Alternatively, our Compensation Committee may authorize in writing, in advance of any fiscal quarter, the number of shares underlying stock options that may be granted to new-hire employees for the following fiscal quarter and provide that our chief executive officer may allocate such stock options at his discretion.

Stock options generally vest and become exercisable one-third annually after the original grant date. In certain instances, however, stock options may vest on an accelerated basis, such as in the event an executive's employment is terminated by us without cause or by the executive with good reason, in the event that the executive terminates his or her employment within a certain period following a transaction that effects a change in the control of our Company, or in the event of the executive's death or disability while employed by us. Under these circumstances all stock options held by the executive may automatically vest and become exercisable in accordance with the terms outlined in his or her stock option award agreement or employment agreement, if applicable. The employment agreements that we have entered into with the named executive officers provide for all stock options held by each executive to automatically vest and become exercisable in the event his or her employment is terminated by us without cause, by the executive for good reason or with or without good reason within a two-year period following a change of control of our Company.

There is a limited term in which an executive can exercise stock options, known as the "option term." The option term is generally ten years from the date of grant, which is the maximum term of an option permitted under the Plan. At the end of the option term, the right to purchase shares pursuant to any unexercised option expires.

All named executive officers received stock options during 2015. The exercise prices of stock options granted to named executive officers during fiscal year 2015 are shown in the table below entitled "*Grants of Plan-Based Awards in 2015*". The number of shares underlying awards made to the named executive officers for 2015 were determined based upon the value of equity incentive compensation paid by our 2015 compensation peer group targeting the 50<sup>th</sup> percentile for comparable

positions. A mix of restricted stock and stock options was utilized, where one-half of the award, by dollar value, was awarded in the form of stock options having an exercise price equal to the closing price per share of our common stock on the grant date, and the other half, by dollar value, was awarded in the form of restricted stock. We feel this mix was appropriate based on peer group data and our view of the appropriate allocation of risks and rewards for executives that are tied to the trading price of our common stock, over which they have influence but lack control.

*Restricted Stock Awards*

During 2015, we granted restricted stock awards to various officers (including our named executive officers) and key employees under the Plan. Restricted stock awards are shares of our common stock that are awarded with the restriction that the executive remain with us through certain "vesting" dates. Prior to the restrictions thereon lapsing, the participant may not sell, transfer, pledge, assign or take any similar action with respect to the shares of restricted stock which the participant owns. Despite the restrictions, each participant will have full voting rights and will receive any dividends or other distributions, if any, with respect to the shares of restricted stock which the participant owns. Once the restrictions lapse with respect to shares of restricted stock, the participant owning such shares will hold freely-transferable shares, subject only to any restrictions on transfer contained in our certificate of incorporation, bylaws and insider trading policies, as well as any applicable federal or state securities laws.

The Compensation Committee generally does take prior grants into account in the design of future programs and awards. Restricted stock awards to senior management are generally considered annually, in February, after our year-end results become available, while grants to other eligible officers and employees are generally considered in December of each year.

Restricted stock awards provide the opportunity for capital accumulation and more predictable long-term incentive value. The purpose of granting restricted stock awards is to encourage ownership and retention of our senior management and result in business decisions that may drive stock price appreciation. Recognizing that our business is subject to significant fluctuations in commodity prices that may cause the market value of our common stock to fluctuate, we also intended the awards to provide an incentive for senior management to remain with us throughout commodity price and business cycles.

Restricted stock awards generally vest one-third annually after the original award date. As a consequence, the recipients do not become unconditionally entitled to retain any of the shares of restricted stock until one year following the date of grant, subject to certain exceptions related to termination of employment. Any unvested restricted stock awards generally are forfeited if the executive terminates employment with us. In certain instances, however, restricted stock awards may vest on an accelerated basis, such as in the event of the executive's employment is terminated by us without cause or by the executive with good reason, in the event that the executive terminates his or her employment within a certain period following a transaction that effects a change in the control of our Company, or in the event of the executive's death or disability while employed by us. Under these circumstances all restricted stock awards held by the executive may automatically vest in accordance with the terms outlined in the restricted stock award agreement or the employment agreement, if applicable. The employment agreements that we have entered into with the named executive officers provide for all restricted stock awards held by an executive to automatically vest in the event his or her employment is terminated by us without cause, by the executive for good reason or by the executive with or without good reason within a two-year period following a change of control of our Company.

The restricted stock grants to the named executive officers during fiscal year 2015 are shown below in the table entitled "*Grants of Plan-Based Awards in 2015* ." The number of shares underlying awards made to the named executive officers for 2015 were determined based upon the value of equity

incentive compensation paid by our 2015 compensation peer group targeting the 50<sup>th</sup> percentile for comparable positions. A mix of restricted stock and stock options was utilized, where one-half of the award, by dollar value, was awarded in the form of stock options having an exercise price equal to the closing price per share of our common stock on the grant date, and the other half, by dollar value, was awarded in the form of restricted stock.

*Performance Units*

In 2014, in lieu of stock options, we issued performance units under the Plan to certain members of senior management, including each of the named executive officers. In deciding to utilize performance units, we considered, with the input and advice of our independent compensation consultant, the compensation practices of our 2014 compensation peer group and other industry participants that utilized performance units, taking into account our overall objective to provide incentives to senior management that are aligned with our stockholders and our business strategy while providing competitive compensation opportunities to senior management. Performance units are designed to provide senior management with incentive opportunities based on the level of achievement of pre-established performance objectives during a specified, typically long-term, performance period. The purpose of the awards was to reinforce our objectives for sustained long-term performance and value creation, to balance short- and long-term decision making and help provide competitive total compensation opportunities.

For 2014, we concluded that under the circumstances performance units offered greater flexibility for us to achieve our goals while utilizing fewer shares than had we utilized stock options for these purposes. Performance units may be structured utilizing a wide array of one or more performance measures. For instance, the Plan permits performance units to utilize one or more of the following:

- Reserve additions/replacements
- Finding and development costs
- Production volume
- Production costs
- Earnings (Net income, Earnings before interest, taxes, depreciation and amortization ("EBITDA"), Earnings per share)
- Cash flow
- Operating income
- General and administrative expenses
- Debt to equity ratio
- Debt to cash flow
- Debt to EBITDA
- EBITDA to Interest
- Return on assets
- Return on equity
- Return on invested capital
- Profit returns/margins
- Midstream margins

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- Stock price appreciation
- Total stockholder return
- Relative stock price performance

In 2014 we utilized a single performance measure tied to long-term appreciation in the market price of our common stock so as to maximize the incentives for senior management to focus on this measure of performance. To reinforce these incentives, we also utilized a greater percentage of performance units, by value, relative to restricted stock than the economic split between stock options and restricted stock utilized in the past. In 2014, 75% of long-term equity incentives, by dollar value, for the members of senior management that received performance units consisted of performance units, and 25% consisted of restricted stock, except that all of the long-term equity incentives awarded to our Chief Executive Officer for 2014 were performance units. We felt this mix was appropriate based on peer group data and our view of the appropriate allocation of risks and rewards for executives based on their relative influence over our performance, as measured by stock price.

The performance units issued in 2014 provide that the number of shares the executive receives upon vesting will vary if the market price of our common stock exceeds certain pre-established thresholds as measured by the average of the adjusted closing price of a share of our common stock during the sixty trading days preceding the third anniversary of issuance, which we call the measurement date. The performance awards utilize \$20.00 as the floor price, below which the performance units will not vest and will expire. If the average market price at the measurement date is equal to \$20.00, the performance units will vest and represent the right to receive 50% of the number of shares of common stock underlying the performance units. At \$35.00, the performance units will vest and represent the right to receive the full number of shares of common stock underlying the performance units; and at \$50.00, the performance units will vest and represent the right to receive 200% of the number of shares of common stock underlying the performance units. All stock price targets are subject to customary adjustments based upon changes in our capital structure and reflect the one-for-five reverse stock split that we implemented on December 28, 2015. In the event the average market price falls between targeted price thresholds, the performance units will vest and represent the right to receive a proportionate number of shares, e.g., 75% of the number of shares of common stock underlying the performance units if the average market price at such time is \$27.50, 150% of the number of shares of common stock underlying the performance units if the average market price at such time is \$42.50, and so forth.

The Plan allows performance units to be settled in cash, stock, or a combination of cash and stock; however, to the extent they vest, we expect the performance units we issued in 2014 will be settled in shares of our common stock. Performance units are subject to forfeiture under certain circumstances and the measurement date may also be accelerated under similar circumstances as awards of restricted stock or stock options.

As noted above, for 2015 our Compensation Committee, with the input and advice of Longnecker, discontinued our use of performance units in response to increased volatility in both commodity prices and the trading price of our common stock and in light of the current challenging business environment and market compensation practices. Accordingly, 2015 long-term equity incentive awards were consistent with the Compensation Committee's historical practice of utilizing a mixture of restricted stock and stock options having an exercise price equal to the closing price per share of our common stock on the grant date, with approximately one-half of the award, by dollar value, being in the form of restricted stock and the other half, by dollar value, awarded in the form of stock options.

**Retirement Benefits**

We do not maintain a defined benefit pension plan or retiree medical program that covers members of senior management. Retirement benefits to our senior management, including the named executive officers, are currently provided principally through a tax-qualified profit sharing and 401(k) plan (our "Savings Plan"), in which eligible salaried employees may participate. Pursuant to the Savings Plan, employees may elect to reduce their current annual compensation up to the lesser of 75% or the statutorily prescribed limit of \$18,000 in calendar year 2015 (plus up to an additional \$6,000 in the form of "catch-up" contributions for participants age 50 and above), and have the amount of any reduction contributed to the Savings Plan. Our Savings Plan is intended to qualify under sections 401(a) and 401(k) of the Internal Revenue Code of 1986, as amended (the "Code"), so that contributions by us or our employees to the Savings Plan and income earned on contributions are not taxable to employees until withdrawn from the Savings Plan and so that contributions will be deductible by us when made. We match 100% of the amount an employee contributes to the Savings Plan, subject to a 10% maximum based on the employee's compensation as defined in the Savings Plan. Members of senior management participate in the Savings Plan on the same basis as other eligible employees.

The Savings Plan provides for various investment options, for which the participant has sole discretion in determining how both the employer and employee contributions are invested. The independent trustee of the Savings Plan then invests the assets of the Savings Plan as directed by participants. The Savings Plan does not provide our employees the option to invest directly in our securities. The Savings Plan offers in-service withdrawals in the form of after-tax account distributions and age 59.5 distributions.

We believe that the Savings Plan supports the objectives of our compensation structure, including the ability to recruit and retain senior and experienced mid-to late-career executive talent for critical positions within our organization.

**Outstanding Equity Awards Under the Plan**

The following tables represent outstanding equity awards under the Plan as of December 31, 2015. We do not issue awards under any other plan.

	<u>Number of Securities to be Issued Upon Exercise of Outstanding Options</u>	<u>Weighted-Average Exercise Price of Outstanding Options</u>	<u>Average Remaining Contractual Life (Years)</u>
Stock Options	4,860,133	\$ 17.80	8.4
			<u>Number of Securities to be Issued Upon Vesting</u>
Restricted Stock			2,870,405
			<u>Threshold</u> <u>Maximum</u>
Performance Units			160,415      641,660

As of December 31, 2015 a total of 6,281,499 shares of our common stock were available for future grants under the Plan. As of March 31, 2016, approximately 6,989,297 shares of our common stock are available for future grants under the Plan.

**Employment Contracts, Termination of Employment and Change-in-Control Arrangements**

During 2012, we entered into employment agreements with each member of our senior management, including Messrs. Wilson, Herod, Mize, Cusack and Elkouri. Strong competition for

management talent and uncertainty associated with our business plan and our stated willingness to embrace consolidation trends in our industry led us to conclude that it was appropriate and in our best interests to enter into employment agreements with each of such named executive officers.

*Term of Employment Agreements*

The initial term of employment of Mr. Wilson was for a term of two years from June 1, 2012, the effective date of his employment agreement, which the Company elected to renew for an additional two years effective June 1, 2014. The initial term of employment of each of Messrs. Herod, Mize, Cusack and Elkouri was originally until December 31, 2013, with automatic one-year extensions unless either party provides written notice thirty days prior to expiration of the initial term or any extension. Our failure to renew an executive's employment agreement will be considered a termination without cause under each employment agreement.

*Compensation and Benefits*

The salary payable to each of the named executive officers during 2015 is the amount set forth under the heading "*— 2015 Compensation Program—Base Salary*" in the table above. The salary of each named executive officer is subject to periodic review and may be increased from time to time by the Compensation Committee. Each named executive officer is eligible to receive bonuses, grants of stock options, restricted stock or other equity awards as determined in the discretion of the Compensation Committee. Each of the named executive officers is also entitled to reimbursement for reasonable business expenses and to participate in our life, health, and dental insurance programs, and all other employee benefit plans which we may, from time to time, make available. We provide tax gross-ups on a limited basis for life insurance, parking and country club memberships.

Our Chief Executive Officer is entitled under his employment agreement to receive a vehicle allowance and reimbursement for reasonable fees and membership dues for one Houston area country club. Our Chief Financial Officer is entitled under his employment agreement to be reimbursed for reasonable fees and membership dues for one Houston area country club.

Our use of expense reimbursement and perquisites as an element of compensation is limited. We do not view these items as a significant element of our compensation structure but do believe that they can be used in conjunction with base salary to recruit, motivate and retain executive talent in a competitive environment. The Compensation Committee periodically reviews these items provided to determine if they are appropriate and if any adjustments are warranted.

*Termination Provisions and Severance Payments*

We may terminate each named executive officer's employment upon disability, and at any time for cause or without cause. Each named executive officer may terminate his or her employment at any time, and such termination will be deemed to be with "good reason" if it is based on a material reduction in base salary; a material reduction in authority, responsibilities or duties or those of the supervisor to whom the named executive officer reports; a material reduction in the budget over which the named executive officer retains authority; a permanent relocation of the named executive officer's principal place of employment to any location outside a fifty mile radius of the location from which named executive officer provides services to the Company; or any uncured material breaches of the employment agreement by us. If the employment of any of the named executive officers is terminated by death or disability, such named executive officer (or his or her personal representative in the event of death) is entitled to receive accrued unpaid base compensation, plus an optional bonus to be determined by the Compensation Committee, and all stock options and other incentive awards held by the named executive officer will become fully vested and immediately exercisable, and all restrictions on any shares of restricted stock will be removed. If the employment of any of the named executive

officers is terminated by us for cause, such named executive officer (or his or her personal representative in the event of death) is entitled to receive accrued unpaid base compensation.

If the employment of any named executive officer is terminated by us without cause or by such named executive officer with good reason, and such termination is not within two years after a change in control, such named executive officer will be entitled to the accrued portion of unpaid salary, payment of the greater of a prorated amount of the named executive officer's target bonus for the year in which the termination occurs or a bonus for such year as may be determined by our Compensation Committee in its sole discretion, a severance payment equal to one year's base salary plus the higher of the current year target bonus or the bonus paid for the preceding year, payment of the premiums for medical, vision and dental insurance for the executive and his or her dependents for up to one year following termination, and the full vesting of all unvested options and earned performance units (if applicable) and all restrictions removed from shares of restricted stock.

If such named executive officer is terminated by us without cause or such named executive officer terminates his or her employment with the Company *with or without* good reason, and such termination is within two years after a change in control, such named executive officer will be entitled to receive the accrued portion of unpaid salary, payment of the greater of a prorated amount of the named executive officer's target bonus for the year in which the termination occurs or a bonus for such year as may be determined by our Compensation Committee in its sole discretion, a severance payment equal to a multiple (which varies by individual) of base salary plus the higher of the current year target bonus or the bonus paid for the year prior to termination or the year in which the change of control occurred, payment of the premiums for medical, vision and dental insurance for the executive and his or her dependents for up to eighteen months following termination, and the full vesting of all unvested options and earned performance units (if applicable) and all restrictions removed from shares of restricted stock. The multiplier for Mr. Wilson is 3.0, and for Messrs. Herod, Mize, Cusack and Elkouri it is 2.5. In addition, if a bonus for the named executive officer for the year immediately preceding the termination has been determined but not paid as of the date of termination, the named executive officer will be paid the bonus so determined; and if such a bonus has not been determined, then the named executive officer will be paid a bonus equal to the greater of such named executive officer's target bonus for such year, or for the year in which the termination occurs or the change of control occurs, or the bonus paid to executive for the year immediately preceding the year in which the change of control occurs. If the employment of such named executive officer is terminated by such named executive officer without good reason and not within two years after a change in control, such named executive officer is entitled to receive accrued unpaid base compensation.

The employment agreements with the named executive officers generally define a change of control to mean any of the following events:

- any person or group becomes the "beneficial owner" (as defined in Rule 13d-3 under the Exchange Act), directly or indirectly, of more than 35% of the total voting power of our outstanding voting stock;
- our merger with or consolidation into another entity and, immediately after giving effect to the merger or consolidation, one or both of the following occurs: (a) less than 50% of the total voting power of the outstanding voting stock of the surviving or resulting entity is then "beneficially owned" in the aggregate by our stockholders immediately prior to such merger or consolidation, or (b) the individuals who were members of our board of directors immediately prior to the execution of the agreement providing for the merger or consolidation do not constitute at least a majority of the members of the board of directors of the surviving or resulting entity;
- we sell, assign, convey, transfer, lease or otherwise dispose of all or substantially all of our assets to a third party in one transaction or a series of related transactions;

- individuals who constitute our board of directors cease for any reason to constitute at least a majority of our board of directors unless such persons were elected, appointed or nominated by a vote of at least a majority of our incumbent directors; or
- the complete liquidation or dissolution of our Company.

In our view, having the change of control and severance protections helps to maintain the named executive officer's objectivity in decision-making and provides another vehicle to align the interests of our named executive officers with the interests of our stockholders.

The following table sets forth the estimated amounts that would be payable to each of the named executive officers upon a termination under the scenarios outlined above, excluding termination for cause or on account of death or disability, assuming that such termination occurred on December 31, 2015 and using the closing price of our common stock at December 31, 2015 for purposes of the calculations as required by the SEC. The dollar amounts set forth under the column heading " *Early Vesting of Restricted Stock/Options/PSUs* " correspond to the amounts that would be paid, in addition to accrued and unpaid salary through the date of death or disability, in the event of the death or disability at year-end of each of the executives. There can be no assurance that these scenarios would produce the same or similar results as those disclosed if a termination occurs in the future.

	Severance Payment <sup>(1)</sup>	Early Vesting of Restricted Stock/ Options/PSUs <sup>(2)</sup>	Other <sup>(3)</sup>	Total
<b><i>Without Cause/For Good Reason</i></b>				
Floyd C. Wilson	\$ 1,500,000	\$ 156,169	\$ 29,726	\$ 1,685,895
Stephen W. Herod	\$ 900,000	\$ 75,107	\$ 29,726	\$ 1,004,833
Mark J. Mize	\$ 800,000	\$ 71,360	\$ 29,726	\$ 901,086
Charles E. Cusack III	\$ 800,000	\$ 57,278	\$ 29,726	\$ 887,004
David S. Elkouri	\$ 750,000	\$ 51,152	\$ 20,157	\$ 821,309
<b><i>Following Change of Control</i></b>				
Floyd C. Wilson	\$ 4,500,000	\$ 156,169	\$ 44,589	\$ 4,700,758
Stephen W. Herod	\$ 2,250,000	\$ 75,107	\$ 44,589	\$ 2,369,696
Mark J. Mize	\$ 2,000,000	\$ 71,360	\$ 44,589	\$ 2,115,949
Charles E. Cusack III	\$ 2,000,000	\$ 57,278	\$ 44,589	\$ 2,101,867
David S. Elkouri	\$ 1,875,000	\$ 51,152	\$ 30,236	\$ 1,956,388

- (1) Represents total annual cash compensation (2015 base salary plus target bonus, which is 100% of base salary for each officer, in accordance with the terms of the employment agreement), which, in the event of a change of control, has been multiplied by the applicable multiplier set forth in each officer's employment agreement.
- (2) The value of unvested restricted stock, stock options and performance units that would vest under each termination scenario is based on the closing price of our common stock on December 31, 2015. Accordingly, no value was attributed to stock options or performance units, all of which had exercise prices or performance targets in excess of such price.
- (3) Represents an estimate of health insurance benefits to be provided to the named executive officer and each eligible dependent under each of the scenarios based on actual amounts paid out in 2015.

**Board Representation**

Mr. Wilson's employment agreement provides that he will be nominated as a member of our board of directors, and that we will use our best efforts to cause him to be elected, appointed, or re-elected or re-appointed, as a director.

### **Indemnity Agreements**

We have entered into an indemnity agreement with each of our independent, non-management directors and Messrs. Wilson and Mize. These agreements provide for us to, among other things, indemnify such persons against certain liabilities that may arise by reason of their status or service as directors or officers, to advance their expenses incurred as a result of a proceeding as to which they may be indemnified and to cover such person under any directors' and officers' liability insurance policy we choose, in our discretion, to maintain. These indemnity agreements are intended to provide indemnification rights to the fullest extent permitted under applicable indemnification rights statutes in the State of Delaware and are in addition to any other rights such person may have under our certificate of incorporation, bylaws and applicable law. We believe these indemnity agreements enhance our ability to recruit and retain knowledgeable and experienced executives and independent, non-management directors.

### **Tax Deductibility**

Section 162(m) of the Code limits the deductibility of compensation in excess of \$1 million paid to our chief executive officer and our three next most highly compensated executive officers (other than our principal financial officer) unless the compensation is performance-based as determined by applying certain specific and detailed criteria. We believe that it is often desirable and in our best interests to deduct compensation payable to our executive officers. However, we also believe that there are circumstances where our interests are best served by maintaining flexibility in the way compensation is provided, even if it might result in the non-deductibility of certain compensation under the Code. In this regard, we consider the anticipated tax treatment to our Company and our executive officers in the review and establishment of compensation programs and payments; however, we may pay compensation to our executives that may not be deductible, including discretionary bonuses or other types of compensation outside of our plans.

Although equity awards may be deductible for tax purposes by us, the accounting rules pursuant to Financial Accounting Standards Board Accounting Standards Codification Topic 718, Compensation—Stock Options (the successor to FASB Statement No. 123 (revised 2004) ("ASC Topic 718")) require that the portion of the tax benefit in excess of the financial compensation cost be recorded to paid-in-capital.

## Summary Compensation Table

The table below sets forth information regarding compensation for our named executive officers for the years indicated:

Name and Principal Position	Year	Salary <sup>(1)</sup>	Bonus <sup>(2)</sup>	Stock Awards <sup>(3)</sup>	Option/SAR Awards <sup>(3)</sup>	All Other Compensation <sup>(4)</sup>	Total
Floyd C. Wilson Chairman of the Board and Chief Executive Officer	2015	\$ 750,000	\$ —	\$ 1,040,495	\$ 1,120,732	\$ 27,450	\$ 2,938,677
	2014	\$ 750,000	\$ 322,500	\$ 2,058,065	\$ —	\$ 27,461	\$ 3,158,026
	2013	\$ 750,000	\$ —	\$ 1,950,015	\$ 1,559,181	\$ 30,042	\$ 4,289,238
Stephen W. Herod President	2015	\$ 450,000	\$ —	\$ 378,742	\$ 407,949	\$ 26,909	\$ 1,263,600
	2014	\$ 450,000	\$ 193,500	\$ 1,140,473	\$ —	\$ 25,975	\$ 1,809,948
	2013	\$ 450,000	\$ —	\$ 1,000,035	\$ 799,448	\$ 24,593	\$ 2,274,076
Mark J. Mize Executive Vice President, Chief Financial Officer and Treasurer	2015	\$ 400,000	\$ —	\$ 375,502	\$ 404,461	\$ 34,824	\$ 1,214,787
	2014	\$ 400,000	\$ 172,000	\$ 997,882	\$ —	\$ 31,266	\$ 1,601,148
	2013	\$ 400,000	\$ —	\$ 875,004	\$ 699,692	\$ 29,254	\$ 2,003,950
Charles E. Cusack III <sup>(5)</sup> Executive Vice President and Chief Operating Officer	2015	\$ 400,000	\$ —	\$ 323,710	\$ 348,673	\$ 26,909	\$ 1,099,292
	2014	\$ 400,000	\$ 172,000	\$ 776,185	\$ —	\$ 25,996	\$ 1,374,181
	2013	\$ 400,000	\$ —	\$ 487,486	\$ 389,678	\$ 24,593	\$ 1,301,757
David S. Elkouri Executive Vice President, Corporate Strategy and Chief Legal Officer	2015	\$ 375,000	\$ —	\$ 298,278	\$ 321,278	\$ 26,909	\$ 1,021,465
	2014	\$ 375,000	\$ 161,300	\$ 555,961	\$ —	\$ 26,042	\$ 1,118,303
	2013	\$ 375,000	\$ —	\$ 487,486	\$ 389,678	\$ 24,593	\$ 1,276,757

(1) Represents actual base salary paid in the year.

(2) Comprised of annual cash incentive bonus paid subsequent to year end for prior year performance.

(3) Represents the grant date fair value of awards granted during the indicated year, as determined in accordance with ASC Topic 718. Pursuant to SEC rules, the amounts shown exclude the impact of estimated forfeitures related to service-based vesting conditions. Please see the discussion of the assumptions made in the valuation of these awards in "Note 11—Stockholders' Equity" to the audited consolidated financial statements included in our annual report on Form 10-K for the year ended December 31, 2015. See "Grants of Plan-Based Awards in 2015" for information on awards made in 2015. Generally, the full grant date fair value is the amount that we would expense in our financial statements over the award's vesting schedule. These amounts reflect our accounting expense, and do not correspond to the actual value that will be recognized by the named executive officers.

(4) For 2015, the amounts reported for "All Other Compensation" include amounts provided to the named executive officers as outlined in the table below, with respect to (a) the matching contribution that we make on account of employee contributions under our 401(k) Savings Plan, (b) premiums paid by the Company for executive long-term disability insurance, (c) limited tax gross-ups for life insurance, parking and country club memberships, and (d) country club memberships paid by the Company for Messrs. Wilson and Mize.

(5) Mr. Cusack left the Company effective March 1, 2016.

Named Executive Officer	All Other Compensation (S)			
	(a)	(b)	(c)	(d)
Floyd C. Wilson	24,000	1,593	1,316	541
Stephen W. Herod	24,000	1,593	1,316	—
Mark J. Mize	18,000	1,593	5,122	10,109
Charles E. Cusack III	24,000	1,593	1,316	—
David S. Elkouri	24,000	1,593	1,316	—

**Grants of Plan-Based Awards in 2015**

The table below sets forth information regarding grants of plan-based awards made to our named executive officers during 2015.

Name	Grant Date	Estimated Future Payouts Under Equity Incentive Plan Awards <sup>(1)</sup>			Type of Award <sup>(2)</sup>	Exercise or Base Price of Option Awards (\$/Sh) <sup>(3)</sup>	Grant Date Fair Value of Stock and Option Awards <sup>(4)</sup>
		Threshold (#)	Target (#)	Maximum (#)			
Floyd C. Wilson	2/26/2015	—	247,797	—	Options	\$ 9.85	\$ 1,120,732
	2/26/2015	—	105,634	—	Restricted Stock	—	\$ 1,040,495
Stephen W. Herod	2/26/2015	—	90,198	—	Options	\$ 9.85	\$ 407,949
	2/26/2015	—	38,451	—	Restricted Stock	—	\$ 378,742
Mark J. Mize	2/26/2015	—	89,427	—	Options	\$ 9.85	\$ 404,461
	2/26/2015	—	38,122	—	Restricted Stock	—	\$ 375,502
Charles E. Cusack III	2/26/2015	—	77,092	—	Options	\$ 9.85	\$ 348,673
	2/26/2015	—	32,864	—	Restricted Stock	—	\$ 323,710
David S. Elkouri	2/26/2015	—	71,035	—	Options	\$ 9.85	\$ 321,278
	2/26/2015	—	30,282	—	Restricted Stock	—	\$ 298,278

- (1) Awards granted under the Plan provide only for a single estimated payout. Under the Plan there are no minimum amounts payable for a certain level of performance and there are no maximum payouts possible above the target. Thus, there are no thresholds or maximums (or equivalent items) applicable to these awards.
- (2) Represents shares of restricted stock and stock options issued under the Plan. The shares of restricted stock and stock options vest in three equal installments on each anniversary of the date of grant, beginning on the first anniversary of the date of grant, in each case, provided that the recipient has been continuously employed at such date.
- (3) The exercise price of each award is equal to the closing market price of our common stock on the date of grant.
- (4) Represents the full grant date fair value determined in accordance with ASC Topic 718. Please see the discussion of the assumptions made in the valuation of these awards in "Note 11—Stockholders' Equity" to the audited consolidated financial statements included in our annual report on Form 10-K for the year ended December 31, 2015. Generally, the full grant date fair value is the amount that we would expense in our financial statements over the award's vesting schedule. These amounts reflect our accounting expense, and do not correspond to the actual value that will be recognized by the named executive officers.

**Outstanding Equity Awards at December 31, 2015**

The following table summarizes the number of securities underlying outstanding plan awards for each named executive officer as of December 31, 2015.

Name	Option Awards				Stock Awards			
	Number of Securities Underlying Unexercised Options Exercisable	Number of Securities Underlying Unexercised Options Unexercisable <sup>(1)</sup>	Option Exercise Price	Option Expiration Date	Number of Shares or Units of Stock That Have Not Vested <sup>(1)</sup>	Market Value of Shares or Units of Stock That Have Not Vested <sup>(2)</sup>	Equity Incentive Plan Awards: Number of Unearned Shares, Units Or Other Rights That Have Not Vested <sup>(3)</sup>	Equity Incentive Plan Awards: Market or Payout Value of Unearned Shares, Units or Other Rights That Have Not Vested
Floyd C. Wilson	24,999	—	\$ 50.65	6/7/2022	—	\$ —	—	\$ —
	50,000	—	\$ 27.40	11/8/2022	—	\$ —	—	\$ —
	88,987	44,493	\$ 35.50	2/28/2023	18,310	\$ 23,071	—	\$ —
	—	—	\$ —	—	—	\$ —	133,641	\$ —
	—	247,797	\$ 9.85	2/26/2025	105,634	\$ 133,099	—	\$ —
Stephen W. Herod	19,999	—	\$ 50.65	6/7/2022	—	\$ —	—	\$ —
	45,000	—	\$ 27.40	11/8/2022	—	\$ —	—	\$ —
	45,627	22,813	\$ 35.50	2/28/2023	9,390	\$ 11,831	—	\$ —
	—	—	\$ —	—	11,768	\$ 14,828	53,024	\$ —
	—	90,198	\$ 9.85	2/26/2025	38,451	\$ 48,448	—	\$ —
Mark J. Mize	19,999	—	\$ 50.65	6/7/2022	—	\$ —	—	\$ —
	40,000	—	\$ 27.40	11/8/2022	—	\$ —	—	\$ —
	39,934	19,966	\$ 35.50	2/28/2023	8,216	\$ 10,352	—	\$ —
	—	—	\$ —	—	10,297	\$ 12,974	46,395	\$ —
	—	89,427	\$ 9.85	2/26/2025	38,122	\$ 48,034	—	\$ —
Charles E. Cusack III <sup>(4)</sup>	7,000	—	\$ 27.40	11/8/2022	—	\$ —	—	\$ —
	22,240	11,120	\$ 35.50	2/28/2023	4,578	\$ 5,768	—	\$ —
	—	—	\$ —	—	8,017	\$ 10,101	36,074	\$ —
	—	77,092	\$ 9.85	2/26/2025	32,864	\$ 41,409	—	\$ —
David S. Elkouri	14,999	—	\$ 50.65	6/7/2022	—	\$ —	—	\$ —
	40,000	—	\$ 27.40	11/8/2022	—	\$ —	—	\$ —
	22,240	11,120	\$ 35.50	2/28/2023	4,578	\$ 5,768	—	\$ —
	—	—	\$ —	—	5,737	\$ 7,229	25,848	\$ —
	—	71,035	\$ 9.85	2/26/2025	30,282	\$ 38,155	—	\$ —

- (1) Stock option and restricted stock awards held by executives vest in three equal installments on each anniversary of the date of grant, beginning on the first anniversary of the date of grant, provided that the recipient has been continuously employed at such date.
- (2) Calculated based upon the closing market price of our common stock as of December 31, 2015, the last trading day of our 2015 fiscal year (\$1.26) multiplied by the number of unvested awards at year end.
- (3) Represents unvested performance units at the threshold number of shares that may be earned. Performance units vest in one installment on the third anniversary of the date of grant; provided, the average of the adjusted closing prices of our common stock during the sixty trading days preceding the vesting date is equal to or greater than \$20.00.
- (4) Mr. Cusack left the Company effective March 1, 2016.

**Retention Compensation Subsequent to Fiscal Year End**

Subsequent to December 31, 2015, retention bonuses were paid to certain members of senior management and key employees including the named executive officers set forth below. These retention bonuses must be repaid if the officer's employment ends under certain circumstances within a period of twelve months from the date of payment. No long-term incentive awards have been granted in 2016.

<u>Name</u>	<u>Retention Bonus</u>
Floyd C. Wilson	\$ 3,000,000
Stephen W. Herod	\$ 800,000
Mark J. Mize	\$ 800,000
David S. Elkouri	\$ 800,000

**Option Exercises and Stock Vested**

The following table summarizes option exercises and the vesting of restricted stock for our named executive officers in 2015.

<u>Name</u>	<u>Option Awards</u>		<u>Stock Awards</u>	
	<u>Number of Shares Acquired on Exercise</u>	<u>Value Realized on Exercise <sup>(1)</sup></u>	<u>Number of Shares Acquired on Vesting</u>	<u>Value Realized on Vesting <sup>(2)</sup></u>
Floyd C. Wilson	—	\$ —	20,644	\$ 189,663
Stephen W. Herod	—	\$ —	16,941	\$ 156,549
Mark J. Mize	—	\$ —	15,031	\$ 138,213
Charles E. Cusack III	—	\$ —	9,251	\$ 84,963
David S. Elkouri	—	\$ —	9,112	\$ 81,391

(1) The value realized upon the exercise of the option award is determined by multiplying the number of shares acquired on exercise by the difference between the closing price of our common stock on the date of exercise and the exercise price of the option.

(2) The value realized equals the closing price of our common stock on the date of vesting, multiplied by the number of shares vested.

**Equity Compensation Plan Information**

The following table sets forth certain information as of December 31, 2015 with respect to compensation plans (including individual compensation arrangements) under which our equity securities are authorized for issuance.

<u>Plan Category</u>	<u>Number of Securities to be Issued Upon Exercise of Outstanding Options and Rights(A)</u>	<u>Weighted-Average Exercise Price of Outstanding Options and Rights</u>	<u>Number of Securities Remaining Available for Future Issuance Under Equity Compensation Plans (Excluding Securities Reflected in Column(A))</u>
Equity compensation plans approved by stockholders <sup>(1)</sup>	8,051,368(2)	\$ 17.80	6,281,499
Equity compensation plans not approved by stockholders	—	—	—
<b>Total</b>	<b>8,051,368(2)</b>	<b>\$ 17.80</b>	<b>6,281,499</b>

(1) Represents information for the 2012 Long-Term Incentive Plan.

(2) Includes 2,870,405 shares of restricted stock not yet vested.

**Stock Ownership Guidelines Policy**

Our board of directors has adopted an Amended and Restated Stock Ownership Guidelines Policy (the "Policy") applicable to our board of directors, chief executive officer, president and each executive vice president to ensure that they maintain a meaningful economic stake in the Company. The Policy is designed to maintain stock ownership of our directors and the specified officers at a significant level so as to further align their interests with the interests of our stockholders in value creation. Subject to the exceptions noted below, our directors are required to hold a number of shares of our common stock valued at three times (3x) the annual cash retainer paid to them by the Company, our chief executive officer is required to hold a number of shares of our common stock valued at six times (6x) the base salary paid to him by the Company and the other specified officers are required to hold a number of shares of our common stock valued at three times (3x) the base salaries paid to them by the Company. For purposes of calculating the value of shares owned, each share of stock shall have a deemed value equal to the greater of the price at acquisition or the current market value. For purposes of calculating the value of unvested restricted shares, the value shall be determined without giving effect to the restriction.

The Policy was suspended by our board of directors on March 28, 2016 as a result of the elimination of the equity award compensation component of non-employee director compensation, discussed in more detail below under " *Director Compensation* " and in conjunction with, among other things, the limited number of shares available to the Company under stockholder approved plans and the extreme volatility and low trading price of the Company's common stock. Our board of directors concluded that compliance with the minimum stock ownership requirements of the Policy, as a result of the foregoing factors, would create a hardship for participants, as maintaining the required level of stock ownership could force a participant to buy a substantial number of shares in the open market. Accordingly, the Policy was suspended until such time as the market stabilizes and the Company's equity award practices are reinstated.

**DIRECTOR COMPENSATION**

**2015 Director Compensation**

The table below sets forth certain information concerning the compensation earned in 2015 by our non-employee directors for service on our board of directors and committees of the board of directors during 2015.

<u>Name</u>	<u>Fees Earned or Paid in Cash</u>	<u>Stock Awards <sup>(1)(2)</sup></u>	<u>Option Awards</u>	<u>All Other Compensation</u>	<u>Total <sup>(3)</sup></u>
Tucker S. Bridwell	\$ 50,000	\$ 135,108	\$ —	\$ —	\$ 185,108
James W. Christmas	\$ 113,778	\$ 135,108	\$ —	\$ —	\$ 248,886
Thomas R. Fuller	\$ 57,500	\$ 135,108	\$ —	\$ —	\$ 192,608
Kevin E. Godwin	\$ 57,389	\$ 135,108	\$ —	\$ —	\$ 192,497
David S. Hunt <sup>(4)</sup>	\$ 15,750	\$ —	\$ —	\$ —	\$ 15,750
James L. Irish III <sup>(5)</sup>	\$ 2,556	\$ —	\$ —	\$ —	\$ 2,556
David B. Miller	\$ 40,000	\$ 135,108	\$ —	\$ —	\$ 175,108
Daniel A. Rioux	\$ 57,333	\$ 135,108	\$ —	\$ —	\$ 192,441
Stephen P. Smiley <sup>(5)</sup>	\$ 4,521	\$ —	\$ —	\$ —	\$ 4,521
Michael A. Vlastic	\$ 64,889	\$ 135,108	\$ —	\$ —	\$ 199,997
Mark A. Welsh IV	\$ 52,444	\$ 135,108	\$ —	\$ —	\$ 187,552

(1) Represents the grant date fair value of awards granted during the indicated year, as determined in accordance with ASC Topic 718. Pursuant to SEC rules, the amounts shown exclude the impact of

estimated forfeitures related to service-based vesting conditions. Please see the discussion of the assumptions made in the valuation of these awards in "Note 11—Stockholders' Equity" to the audited consolidated financial statements included in our annual report on Form 10-K for the year ended December 31, 2015. Generally, the full grant date fair value is the amount that we would expense in our financial statements over the award's vesting schedule. These amounts reflect our accounting expense, and do not correspond to the actual value that will be recognized by our directors.

- (2) The number of restricted stock awards subject to vesting, excluding shares received in lieu of fees, made to each of our directors for service as a director during 2015 was 19,440.
- (3) Represents the numerical sum of the dollar amounts reflected in each other column for each director.
- (4) Mr. Hunt received a prorated amount of director compensation as a result of his decision not to stand for re-election at the 2015 annual meeting of stockholders.
- (5) Messrs. Irish and Smiley received a prorated amount of director compensation as a result of their resignations from our board of directors in January 2015.

**Discussion of Director Compensation Table**

Employee directors receive no additional compensation for service on our board of directors or any committee of the board of directors. All directors receive actual expense reimbursements associated with attending board and committee meetings. For 2015, our non-employee directors each received \$40,000 in cash per year (payable on a quarterly basis in the amount of \$10,000). Our director compensation program in 2015 consisted of two principal elements: (1) annual retainer and committee fees and (2) equity consisting of restricted stock awards. Our Compensation Committee reviews our director compensation program at least annually, and more frequently if circumstances warrant it, using the advice and information provided by our independent compensation consultant. Our lead independent director received an additional \$50,000 per year (payable on a quarterly basis in the amount of \$12,500). Additional annual compensation for each committee chairperson and committee member for all of the committees of our board of directors is set forth below:

<u>Board Committee</u>	<u>Committee Chairperson Additional Compensation</u>	<u>Committee Member (excluding Chairperson) Additional Compensation</u>
Audit	\$ 25,000	\$ 7,500
Compensation	\$ 15,000	\$ 5,000
Nominating and Corporate Governance	\$ 12,500	\$ 5,000
Reserves	\$ 12,500	\$ 5,000

Fees are paid in four equal quarterly installments and board members may elect to take all or a portion of the cash compensation we pay to them in shares of our common stock, with the number of shares determined by dividing such fees by the trading price per share of our common stock on the last day of each calendar quarter. Any such election must be made prior to the beginning of the quarter for which the compensation is to be paid and is irrevocable for that quarter.

**First Amended and Restated 2012 Long-Term Incentive Plan**

Non-employee directors are eligible to participate in the Plan discussed above under the heading " *Long-term Incentives — 2012 Long-Term Incentive Plan* ." Historically, at the time an individual initially became a non-employee director, such individual received a grant of shares of our restricted common stock with a value equal to \$50,000. In addition, effective on the date of the Company's annual meeting of stockholders, we granted to each non-employee director a number shares of our restricted common stock with a value equal to \$160,000. For the purposes of determining the value of the shares of restricted stock to be issued, the closing price of the Company's common stock as reported on the date

of grant was used, and in calculating the number of shares of restricted stock to be issued, the number of shares was rounded up to the nearest 100 shares. Grants of restricted stock to non-employee directors vest on the six month anniversary of the date of grant (subject to acceleration in the event of a change of control) provided that the director serves continuously on our board of directors through the vesting date. At December 31, 2015, 319,960 non-employee director grants had been fully vested and no shares were not yet vested.

### **2016 Director Compensation**

After consideration of various factors, including market conditions in our industry generally and the Compensation Committee's decisions relating to compensation of the Company's executive officers, the Compensation Committee, with the advice and assistance of Longnecker, recommended to our board of directors modifications to the compensation program for non-employee directors, pursuant to which non-employee directors will receive an annual cash retainer of \$198,000, payable in equal monthly installments and equity awards would be eliminated. The Lead Director, each chairman of a standing committee of the board of directors and each member on a standing committee of the board of directors will receive the amounts as set forth in the table above under the section titled " *Discussion of Director Compensation Table* ". These amounts are unchanged from 2015 and reflect compensation associated with the additional workload for service in such capacities. Equity awards for non-employee directors were eliminated due to the limited number of shares of common stock available to the Company under stockholder approved plans, the limited utility of equity awards in light of the current volatility and low trading price of the Company's common stock and current compensation practices within the Company's compensation peer group. On March 9, 2016, the board of directors approved this modified compensation program for non-employee directors, effective as of January 1, 2016.

### **COMPENSATION COMMITTEE INTERLOCKS AND INSIDER PARTICIPATION**

Messrs. Bridwell, Rioux, Vlastic and Welsh served on the Compensation Committee of our board of directors from January 1, 2015 through the end of 2015. No member of the Compensation Committee during 2015 served as one of our officers or employees or of any of our subsidiaries during that year. In addition, during 2015, none of our executive officers served as a director or as a member of the compensation committee of a company which employs any of our directors.

### **COMPENSATION COMMITTEE REPORT**

We have reviewed and discussed the Compensation Discussion and Analysis section of this report with management as required by Item 402(b) of Regulation S-K. Based on our review and discussion with management, we have recommended to the board of directors that the Compensation Discussion and Analysis be included in this report.

#### **MEMBERS OF THE COMMITTEE:**

Michael A. Vlastic (Chairman)  
Tucker S. Bridwell  
Daniel A. Rioux  
Mark A. Welsh IV

*( The foregoing Compensation Committee Report does not constitute soliciting material and should not be deemed to be filed or incorporated by reference into any other filing of Halcón under the Securities Act of 1933, as amended, or the Securities Exchange Act of 1934, as amended, except to the extent that Halcón specifically incorporates the Report by reference therein. )*

**ITEM 12. SECURITY OWNERSHIP OF CERTAIN BENEFICIAL OWNERS AND MANAGEMENT AND RELATED STOCKHOLDER MATTERS**

***Security Ownership of Certain Beneficial Owners and Management***

The following sets forth information regarding the beneficial ownership of our common stock as of March 31, 2016 by:

- each person to be known by us to be the beneficial owner of more than 5% of our outstanding shares of common stock;
- each of our named executive officers;
- each of our directors; and
- all of our current executive officers and directors as a group.

As of March 31, 2016, approximately 122.7 million shares of our common stock were outstanding. Unless otherwise noted, the mailing address of each person or entity named below is 1000 Louisiana St., Suite 6700, Houston, Texas 77002.

<u>Name and Address of Beneficial Owner</u>	<u>Amount and Nature of Beneficial Ownership</u>	<u>Percent of Class <sup>(1)</sup></u>
Petro-Hunt Holdings, LLC <sup>(2)</sup>	20,748,256	16.9%
CPPIB and CPPIB PMI-2 <sup>(3)</sup>	11,426,550	9.2%
HALRES LLC <sup>(4)</sup>	7,333,335	5.6%
Goldman Sachs Asset Management <sup>(5)</sup>	7,237,117	5.9%
Franklin Resources, Inc. <sup>(6)</sup>	6,478,467	5.2%
Kellen Holdings, LLC <sup>(7)</sup>	2,968,334	2.4%
Floyd C. Wilson <sup>(8)</sup>	1,460,617	1.2%
Stephen W. Herod <sup>(9)</sup>	258,869	*
Mark J. Mize <sup>(10)</sup>	330,500	*
Charles E. Cusack III <sup>(11)</sup>	314,524	*
David S. Elkouri <sup>(12)</sup>	210,826	*
Tucker S. Bridwell <sup>(13)</sup>	131,000	*
John W. Brown <sup>(14)</sup>	21,301	*
James W. Christmas <sup>(15)</sup>	307,408	*
Thomas R. Fuller <sup>(16)</sup>	73,127	*
Kevin E. Godwin <sup>(17)</sup>	—	*
Paul P. Huffard IV <sup>(18)</sup>	—	*
David B. Miller <sup>(19)</sup>	8,153,335	6.3%
Daniel A. Rioux <sup>(20)</sup>	—	*
Michael A. Vlasic <sup>(21)</sup>	204,468	*
Mark A. Welsh IV <sup>(22)</sup>	35,000	*
All directors and executive officers as a group (18 individuals)	11,995,989	9.0%

\* Less than 1%.

(1) Unless otherwise indicated, each stockholder has sole voting and investment power with respect to all shares of common stock indicated as being beneficially owned by such stockholder. Shares of common stock that are not outstanding, but which a designated stockholder has the right to acquire within 60 days, are included in the number of shares beneficially owned by such stockholder and are deemed to be outstanding for purposes of determining the percentage of outstanding shares beneficially owned by such stockholder, but not for purposes of determining the percentage of outstanding shares beneficially owned by any other designated stockholder. In all instances where ownership of unvested

*restricted stock is reported below, the individual has the sole power to vote such shares but no investment power.*

- (2) *The William Herbert Hunt Trust Estate ("WHHTE") does not directly own any common stock; however, as the sole member of Petro-Hunt Holdings, LLC, WHHTE may be deemed to indirectly beneficially own the common stock held of record by Petro-Hunt Holdings, LLC. The business address for Petro-Hunt Holdings, LLC and WHHTE is 2101 Cedar Springs Road, Suite 600, Dallas, Texas 75201.*
- (3) *According to, and based solely upon, Amendment No. 2 to Schedule 13D and Form 5 filed by Canada Pension Plan Investment Board ("CPPIB") and CPP Investment Board PMI-2 Inc. ("CPPIB PMI-2") with the SEC on June 20, 2013 and February 10, 2016. CPPIB and CPPIB PMI-2 have shared voting and dispositive power with respect to 8,775,513 shares of common stock. Includes 1,299,600 shares of common stock issuable upon the conversion of 40,000 shares of the Company's 5.75% Series A Cumulative Perpetual Convertible Preferred Stock (the "Series A Preferred Stock") beneficially owned by CPPIB. The business address for each of CPPIB and CPPIB PMI-2 is One Queen Street East, Suite 2500, Toronto, ON M5C 2W5, Canada.*
- (4) *Includes 7,333,334 shares of common stock issuable upon exercise of a warrant for which HALRES LLC has sole voting and dispositive power. Additionally, David B. Miller may be deemed to share voting and dispositive power over the securities held by HALRES LLC (see footnote 19 below).*
- (5) *According to, and based solely upon, Schedule 13G filed by Goldman Sachs Asset Management and GS Investment Strategies, LLC (collectively, "GSAM") with the SEC on February 9, 2016. GSAM has shared voting power with respect to 7,007,722 shares of common stock and shared dispositive power with respect to 7,237,117 shares of common stock. The business address for GSAM is 200 West Street, New York, New York 10282.*
- (6) *According to, and based solely upon, Schedule 13G/A filed by Franklin Resources, Inc., Charles B. Johnson, Rupert H. Johnson, Jr. and Franklin Advisers, Inc. (collectively, "Franklin") with the SEC on February 5, 2016. Includes 1,202,130 shares of common stock issuable upon conversion of 37,000 shares of Series A Preferred Stock owned by Franklin. The business address for Franklin is One Franklin Parkway, San Mateo, California 94403.*
- (7) *The business address of Kellen Holdings, LLC is 175 Berkeley Street, Boston, Massachusetts 02116.*
- (8) *Includes 70,422 shares of unvested restricted stock and 32,490 shares of common stock issuable upon the conversion of 1,000 shares of Series A Preferred Stock owned by Mr. Wilson. Also includes 92,600 shares of common stock held in seventeen trusts for the benefit of Mr. Wilson's children and grandchildren, of which Mr. Wilson is the trustee and disclaims beneficial ownership of such shares. Does not include 23,361 shares of common stock held in three trusts for the benefit of Mr. Wilson's children, of which Mr. Wilson's wife is the trustee and he disclaims beneficial ownership of such shares.*
- (9) *Includes 31,518 shares of unvested restricted stock and 4,874 shares of common stock issuable upon the conversion of 150 shares of Series A Preferred Stock owned by Mr. Herod. Does not include 93,334 shares of common stock held in trusts for the benefit of Mr. Herod's minor children, of which Mr. Herod disclaims beneficial ownership and has no dispositive or voting power with respect to the shares held by such trusts.*
- (10) *Includes 30,563 shares of unvested restricted stock and 6,498 shares of common stock issuable upon the conversion of 200 shares of Series A Preferred Stock owned by Mr. Mize. 66,667 shares of common stock held by Mr. Mize are pledged.*
- (11) *Includes 3,249 shares of common stock issuable upon the conversion of 100 shares of Series A Preferred Stock owned by Mr. Cusack. Includes 4,000 shares of common stock owned by a limited partnership of which Mr. Cusack and his wife are general partners and 4,667 shares of common stock owned by the Cusack Ranch Corporation. Mr. Cusack disclaims beneficial ownership of such shares*

*except to the extent Mr. Cusack has a pecuniary interest in the Cusack Ranch Corporation. Mr. Cusack shares voting and dispositive powers with respect to such shares.*

- (12) Includes 23,057 shares of unvested restricted stock and 3,249 shares of common stock issuable upon the conversion of 100 shares of Series A Preferred Stock owned by Mr. Elkouri. Includes 9,000 shares of common stock held in IRAs.*
- (13) Includes 40,000 shares of common stock held by Mansefeldt Hawk Partners. Mr. Bridwell is a partner and the president of Mansefeldt Hawk Partners, and is the manager of the general partner. Also includes 20,000 shares of common stock held by a family limited partnership of which Mr. Bridwell and his spouse are general partners. Mr. Bridwell shares voting and investment powers with respect to the shares held by Mansefeldt Hawk Partners and his family limited partnership. The business address of Mr. Bridwell is 400 Pine, Suite 1000, Abilene, Texas 79601.*
- (14) Does not include 2,800 shares of common stock held by Mr. Brown's wife in an IRA. Mr. Brown disclaims beneficial ownership of such shares. The business address for Mr. Brown is 5485 Belt Line Road, Suite 200, Dallas, Texas 75254.*
- (15) Includes 64,980 shares of common stock issuable upon the conversion of 2,000 shares of Series A Preferred Stock owned by Mr. Christmas. Does not include 6,000 shares of common stock held in three trusts for his children. Mr. Christmas has no dispositive or voting power with respect to the shares held by such trusts.*
- (16) The business address for Mr. Fuller is 19500 SH 249, Suite 640, Houston, Texas 77070.*
- (17) The business address for Mr. Godwin is One Queen Street East, Suite 2500, Toronto ON M5C 2W5, Canada.*
- (18) The business address for Mr. Huffard is 20 Juniper Road, Darien, Connecticut 06820.*
- (19) Includes 7,333,334 shares of common stock issuable upon exercise of a warrant owned by HALRES LLC. EnCap Energy Capital Fund VIII, L.P. ("EnCap Fund VIII") owns a majority of the membership interests in HALRES LLC and has the contractual right to nominate a majority of the members of the board of managers of HALRES LLC. EnCap Fund VIII may be deemed to beneficially own all of the reported securities held by HALRES LLC. EnCap Fund VIII is controlled indirectly by David B. Miller, Gary R. Petersen, D. Martin Phillips and Robert L. Zorich. Messrs. Miller, Petersen, Phillips and Zorich are members of RNBD GP LLC ("RNBD") and any action taken by RNBD to dispose or acquire securities has to be unanimously approved by all four members. RNBD is the sole member of EnCap Investments GP, L.L.C. ("EnCap Investments GP"), which is the general partner of EnCap Investments L.P., which is the general partner of EnCap Equity Fund VIII GP, L.P. ("EnCap Fund VIII GP"), which is the general partner of EnCap Fund VIII. Messrs. Miller, Petersen, Phillips and Zorich, RNBD, EnCap Investments GP, EnCap Investments L.P. and EnCap Fund VIII GP may be deemed to share dispositive and voting power over the securities held by HALRES LLC. Also includes 750,000 shares held by EnCap Fund VIII and 1 share held by HALRES, LLC of which Mr. Miller may be deemed to share dispositive and voting power. Also includes 35,000 shares of common stock held by Mr. Welsh for which Mr. Miller may be deemed to share voting power. The business address of Mr. Miller is 3811 Turtle Creek Blvd., Suite 1000, Dallas, Texas 75219.*
- (20) The business address of Mr. Rioux is 10 St. James Avenue, 19th Floor, Boston, Massachusetts 02116.*
- (21) Mr. Vlasic has shared investment authority and shared voting and dispositive power over 111,387 shares of common stock, and he disclaims beneficial ownership of such shares in excess of his respective pecuniary interests therein. The business address of Mr. Vlasic is 1145 W. Long Lake Road, Suite 201, Bloomfield Hills, Michigan 48302.*
- (22) Mr. Welsh may be deemed to share voting power with respect to the 35,000 shares of common stock. The business address of Mr. Welsh is 3811 Turtle Creek Blvd., Suite 1000, Dallas, Texas 75219.*

### ITEM 13. CERTAIN RELATIONSHIPS AND RELATED TRANSACTIONS, AND DIRECTOR INDEPENDENCE

**Charter of Aircraft.** In the ordinary course of its business, the Company occasionally charters private aircraft from unaffiliated air charter companies. Floyd C. Wilson, the Company's Chairman and CEO, indirectly owns an aircraft which is managed by an independent air charter company unaffiliated with both Mr. Wilson and the Company. The Company occasionally charters private aircraft, including the aircraft owned indirectly by Mr. Wilson, from this company. The aircraft in the air charter company's fleet, including the aircraft indirectly owned by Mr. Wilson, are available to the public for charter based upon a standard fee schedule established by the air charter company, with the fees dependent primarily upon the type and size of the aircraft utilized and the duration of the flight. During 2015, the Company paid a total of approximately \$0.5 million to the air charter company that manages Mr. Wilson's aircraft, all of which was related to the use of the aircraft indirectly owned by Mr. Wilson. Because the air charter company establishes fees for the use of the aircraft in its fleet, Mr. Wilson does not receive any greater benefit from the Company's charter of the aircraft indirectly owned by him than he does if any third party were to charter those aircraft. Any fees related to the charter of the aircraft are paid to the air charter company, which deducts from revenues received from charter customers a variety of expenses incidental to use of the aircraft (such as personnel, fuel and commissions) and recurring charges (such as for inspections, maintenance, storage and service).

The use of charter and Company-owned aircraft by Company personnel is governed by the Company's Aircraft Policy. Our policies do not require that a special committee of the Company's independent directors approve the use of aircraft chartered through an unaffiliated air charter company that independently establishes the amount charged under arrangements that otherwise comply with our Aircraft Policy.

**Related Party Transaction Review Policies and Procedures.** A transaction or series of similar transactions to which we are a party in which the amount involved exceeds \$120,000 and involves a director, executive officer, 5% stockholder or any immediate family members of these persons is evaluated by a special committee of disinterested directors formed by our board of directors to evaluate such transactions. In addition, our code of conduct provides that every employee should disclose any material transaction or relationship that could reasonably be expected to give rise to a conflict of interest to upper management or the Company's Audit Committee. The Audit Committee has the authority to evaluate any such conflicts of interest and recommend actions to be taken by our board in connection with such conflicts of interest or to report the existence of any such conflicts of interest to the full board for it to take action.

**Director Independence.** The current listing standards of the NYSE require our board to affirmatively determine the independence of each director and to disclose such determination in the proxy statement for each annual meeting of our stockholders. The board, on April 13, 2016, affirmatively determined that each of Messrs. Bridwell, Brown, Christmas, Fuller, Godwin, Huffard, Miller, Rioux, Vlasic and Welsh is an "independent director" under the guidelines described below and the independence rules of the NYSE codified in Section 303A of the NYSE Listed Company Manual.

In connection with its assessment of independence, our board reviewed information regarding relevant relationships, arrangements or transactions between the Company and each director or parties affiliated with such director.

Our board has established the following standards for determining director independence in our corporate governance guidelines:

A majority of the directors on our board must be "independent." No director qualifies as "independent" unless the board affirmatively determines that the director has no "material relationship" with the Company, either directly, or as a partner, shareholder or officer of an

organization that has a relationship with the Company. A "material relationship" is a relationship that the board determines, after a consideration of all relevant facts and circumstances, compromises the director's independence from management. Our board's determination of independence must be consistent with all applicable requirements of the NYSE, the SEC, and any other applicable legal requirements. Our board may adopt specific standards or guidelines for independence in its discretion from time to time, consistent with those requirements. As set forth in the NYSE Listed Company Manual Section 303A.02, our board must consider the following factors that preclude a finding by the board of a member's or prospective member's "independence" from the Company:

1. A director who is, or who has been within the last three years, an employee of the Company (including in each case subsidiaries or parent entities in a consolidated group), or an immediate family member who is, or has been within the last three years, an executive officer, of the Company;
2. A director who has received, or has an immediate family member who has received, during any twelve-month period within the last three years, more than \$120,000 in direct compensation from the Company, other than director and committee fees and pension or other forms of deferred compensation for prior service (provided such compensation is not contingent in any way on continued service); provided, that, compensation received by a director for former service as an interim Chairman or CEO or other executive officer need not be considered in determining independence under this test, and compensation received by an immediate family member for service as an employee of the Company need not be considered in determining independence under this test;
3. (A) A director is a current partner or employee of a firm that is the Company's internal or external auditor; (B) a director who has an immediate family member who is a current partner of such a firm; (C) a director who has an immediate family member who is a current employee of such a firm and who participates in the Company's audit; or (D) a director or an immediate family member who was within the last three years (but is no longer) a partner or employee of such a firm and personally worked on the Company's audit within that time;
4. A director or an immediate family member who is, or who has been within the last three years, employed as an executive officer of another company where any of the Company's present executive officers at the same time serves or served on that company's compensation committee;
5. A director who is a current employee, or an immediate family member who is a current executive officer, of a company that has made payments to, or received payments from, the Company for property or services in an amount which, in any of the last three fiscal years, exceeds the greater of \$200,000, or 2% of such other company's consolidated gross revenues;
6. Whether the director has any other relationship with the Company, either directly or as a partner, shareholder or officer of an organization that has a relationship with the Company; and
7. Whether the director is aware of any other relationships that could potentially interfere, or could appear to interfere, with his exercise of independent judgment in carrying out the responsibilities of a director, including (i) any transaction, arrangement or relationship, in the last fiscal year, involving the director, including any family members, and any other officer or director of the Company; or (ii) any other relationship with the Company, either directly or as a shareholder, executive officer or partner or an organization that has such a relationship, including any relationships with charitable, educational, political or other not-for-profit organizations.

For purposes of determining "independence" of a director based on the tests set forth above, among other things, the following applies:

- A. In applying the test in paragraph 5 above, both the payments and the consolidated gross revenues to be measured are those reported in the last completed fiscal year. The look-back provision for this test applies solely to the financial relationship between the Company and the director or immediate family member's current employer; the Company is not required to consider former employment of the director or the immediate family member.
- B. For purposes of paragraph 5 above, contributions to tax exempt organizations are not considered "payments," although the Company still considers the "materiality" of any such relationship in determining the "independence" of a director.
- C. For purposes of determining "independence," an "immediate family member" includes a person's spouse, parents, children, siblings, mothers and fathers-in-law, sons and daughters-in-law, brothers and sisters-in-law, and anyone (other than a domestic employee) who shares such person's home, and does not include individuals who are no longer immediate family members as a result of legal separation or divorce, or those who have died or become incapacitated.

Our corporate governance guidelines set forth our policy with respect to qualifications of the members of the board, the standards of director independence, director responsibilities, board meetings, director access to management and independent advisors, director orientation and continuing education, director compensation, Chairman and CEO dual responsibilities, management evaluation and succession, annual performance evaluation of the board, and executive sessions.

#### ITEM 14. PRINCIPAL ACCOUNTANT FEES AND SERVICES

##### *Principal Accountant*

Deloitte is the independent registered public accounting firm selected by our Audit Committee as the independent registered public accountant for the fiscal years ended December 31, 2015 and 2014. During the years ended December 31, 2015 and 2014, neither the Company nor anyone acting on its behalf consulted Deloitte with respect to the application of accounting principles to a specified transaction, either completed or proposed, or the type of audit opinion that might be rendered on the Company's consolidated financial statements, or any other matters or reportable events as defined in Items 304(a)(1)(iv) and (v) of Regulation S-K.

##### *Fees*

The following table presents fees billed for professional audit services rendered by Deloitte, our principal accounting firm for the years ended December 31, 2015 and 2014. The table also presents fees for other services rendered by Deloitte during those periods. Except as set forth below, we paid all such fees.

	<u>2015</u>	<u>2014</u>
Audit Fees	\$ 1,604,908	\$ 1,633,900
Audit-Related Fees	100,000	269,765
Tax Fees	—	—
All Other Fees	—	—
Total	<u>\$ 1,704,908</u>	<u>\$ 1,903,655</u>

As used above, the following terms have the meanings set forth below:

**Audit Fees.** The fees for professional services rendered by Deloitte for the audit of our annual financial statements, for the review of the financial statements included in our quarterly reports on Form 10-Q and for services that are normally provided by the accountants in connection with statutory and regulatory filings or engagements and private placements, including but not limited to registration statements on Forms S-3, S-4 and S-8, for the years ended December 31, 2015 and 2014.

**Audit-Related Fees.** The fees for assurance and related services by Deloitte that are for audit and valuation services for a specific subsidiary that are reasonably related to the performance of the audit or review of our financial statements and are not otherwise reported under "Audit Fees."

**Tax Fees.** The fees for professional services rendered by Deloitte for tax compliance, tax advice, and tax planning.

**All Other Fees.** The fees for products and services provided by Deloitte, other than for the services reported under the headings "Audit Fees," "Audit-Related Fees" and "Tax Fees," for the period in question.

***Audit Committee Pre-Approval Policy***

All audit fees, audit-related fees and tax fees as described above for the years ended December 31, 2015 and 2014 were pre-approved by our Audit Committee, which concluded that the provision of such services by Deloitte was compatible with the maintenance of their respective independence in the conduct of their auditing functions. Our Audit Committee's pre-approval policy provides that pre-approval of all such services must be approved separately by the Audit Committee. The Audit Committee has not delegated any such pre-approval authority to anyone outside the Audit Committee. Each member of the Audit Committee has the authority to pre-approve non-audit services up to \$200,000 to be performed by our independent registered public accountant.

**PART IV**

**ITEM 15. EXHIBITS AND FINANCIAL STATEMENT SCHEDULES**

(1) Consolidated Financial Statements:

The consolidated financial statements of the Company and its subsidiaries and reports of independent registered public accounting firms listed in Section 8 of the Original 10-K, which was filed with the Securities and Exchange Commission on February 26, 2016.

(2) Consolidated Financial Statements Schedules:

All schedules are omitted because they are inapplicable or because the required information is contained in the financial statements or included in the notes thereto.

(3) Exhibits:

- 3.1 Amended and Restated Certificate of Incorporation of Halcón Resources Corporation dated May 6, 2015 (Incorporated by reference to Exhibit 3.1 of our Current Report on Form 8-K filed May 7, 2015).
- 3.1.1\* Certificate of Amendment of the Amended and Restated Certificate of Incorporation of Halcón Resources Corporation, dated December 22, 2015.
- 3.1.2 Certificate of Designations, Preferences, Rights and Limitations of 5.75% Series A Convertible Perpetual Preferred Stock of Halcón Resources Corporation (Incorporated by reference to Exhibit 3.1 of our Current Report on Form 8-K filed June 18, 2013).
- 3.2 Fifth Amended and Restated Bylaws of Halcón Resources Corporation (Incorporated by reference to Exhibit 3.2 of our Current Report on Form 8-K filed May 7, 2015).
- 4.1 Indenture dated as of July 16, 2012, among Halcón Resources Corporation, the subsidiary guarantors named therein and U.S. Bank National Association, as Trustee, relating to Halcón Resources Corporation's 9.75% Senior Notes due 2020 (Incorporated by reference to Exhibit 4.1 of our Current Report on Form 8-K filed July 17, 2012).
- 4.2 First Supplemental Indenture dated as of August 1, 2012, by and among Halcón Resources Corporation, the parties named therein as subsidiary guarantors, and U.S. Bank National Association, as Trustee, relating to the 9.75% senior notes due 2020 (Incorporated by reference to Exhibit 4.1 of our Current Report on Form 8-K filed August 2, 2012).
- 4.3 Second Supplemental Indenture dated as of August 1, 2012, by and among Halcón Resources Corporation, the parties named therein as subsidiary guarantors, and U.S. Bank National Association, as Trustee, relating to the 9.75% senior notes due 2020 (Incorporated by reference to Exhibit 4.2 of our Current Report on Form 8-K filed August 2, 2012).
- 4.4 Indenture dated as of November 6, 2012, among Halcón Resources Corporation, the subsidiary guarantors named therein and U.S. Bank National Association, as Trustee, relating to Halcón Resources Corporation's 8.875% senior notes due 2021 (Incorporated by reference to Exhibit 4.1 of our Current Report on Form 8-K filed November 7, 2012).

- 4.5 First Supplemental Indenture dated December 6, 2012, among Halcón Williston I, LLC and Halcón Williston II, LLC, the existing guarantors, Halcón Resources Corporation, the parties named therein as subsidiary guarantors and U.S. Bank National Association, as trustee, relating to the 8.875% senior notes due 2021 (Incorporated by reference to Exhibit 4.3 of our Current Report on Form 8-K filed December 11, 2012).
- 4.6 Third Supplemental Indenture dated December 6, 2012, among Halcón Resources Corporation and U.S. Bank National Association, as Trustee, relating to the 9.75% senior notes due 2020 (Incorporated by reference to Exhibit 4.4 of our Current Report on Form 8-K filed December 11, 2012).
- 4.7 Fourth Supplemental Indenture dated December 20, 2013, among Halcón Resources Corporation and U.S. Bank National Association, as Trustee, relating to the 9.75% senior notes due 2020 (Incorporated by reference to Exhibit 4.5 of our Registration Statement on Form S-4 filed March 14, 2014).
- 4.8 Registration Rights Agreement dated December 6, 2012, between Halcón Resources Corporation and Petro-Hunt Holdings LLC and Pillar Holdings LLC (Incorporated by reference to Exhibit 4.1 of our Current Report on Form 8-K filed December 11, 2012).
- 4.9 First Amendment to Registration Rights Agreement dated December 6, 2012, between Halcón Resources Corporation and HALRES LLC (formerly Halcón Resources LLC) (Incorporated by reference to Exhibit 4.2 of our Current Report on Form 8-K filed December 11, 2012).
- 4.10 Waiver, dated July 3, 2013, relating to Registration Rights Agreement dated December 6, 2012 by and among Halcón Resources Corporation and Petro-Hunt Holdings, LLC and Pillar Holdings, LLC (Incorporated by reference to Exhibit 4.1 of our Current Report on Form 8-K filed July 10, 2013).
- 4.11 Indenture dated as of August 13, 2013, among Halcón Resources Corporation, the subsidiary guarantors named therein and U.S. Bank National Association, as trustee, relating to Halcón Resources Corporation's 9.25% senior notes due 2022 (Incorporated by reference to Exhibit 4.1 of our Current Report on Form 8-K filed August 13, 2013).
- 4.12 First Supplemental Indenture dated December 20, 2013, among Halcón Resources Corporation, the subsidiary guarantors named therein, and U.S. Bank National Association, as trustee, relating to Halcón Resources Corporation's 9.25% senior notes due 2022 (Incorporated by reference to Exhibit 4.7 of our Registration Statement on Form S-4 filed March 14, 2014).
- 4.13 Indenture dated as of May 1, 2015, among Halcón Resources Corporation, the subsidiary guarantors named therein and U.S. Bank National Association, as trustee, relating to Halcón Resources Corporation's 8.625% Senior Secured Notes due 2020 (Incorporated by reference to Exhibit 4.1 of our Current Report on Form 8-K filed May 4, 2015).
- 4.14 Indenture dated as of September 10, 2015, among Halcón Resources Corporation, the subsidiary guarantors named therein and U.S. Bank National Association, as trustee, relating to Halcón Resources Corporation's 13.0% Third Lien Senior Secured Notes due 2022 (Incorporated by reference to Exhibit 4.1 of our Current Report on Form 8-K filed September 15, 2015).

- 4.15 Indenture, dated as of December 21, 2015, among Halcón Resources Corporation, the guarantors named therein and U.S. Bank National Association, as Trustee, relating to Halcón Resources Corporation's 12.0% Second Lien Senior Secured Notes due 2022 (Incorporated by reference to Exhibit 4.1 of our Current Report on Form 8-K filed December 22, 2015).
- 4.16 Amended and Restated Convertible Promissory Note dated March 9, 2015, between Halcón Resources Corporation and HALRES LLC (Incorporated by reference to Exhibit 4.1 of our Current Report on Form 8-K filed March 10, 2015).
- 4.17 Amended and Restated Warrant Certificate dated March 9, 2015, between Halcón Resources Corporation and HALRES LLC (Incorporated by reference to Exhibit 4.2 of our Current Report on Form 8-K filed March 10, 2015).
- 4.18 Amended and Restated Registration Rights Agreement dated March 9, 2015, between Halcón Resources Corporation and HALRES LLC (Incorporated by reference to Exhibit 4.3 of our Current Report on Form 8-K filed March 10, 2015).
- 10.1 Senior Revolving Credit Agreement dated as of February 8, 2012, among Halcón Resources Corporation, as borrower, each of the lenders from time to time party thereto, and JPMorgan Chase Bank, N.A., as administrative agent for the lenders (Incorporated by reference to Exhibit 10.1 of our Current Report on Form 8-K filed February 9, 2012).
- 10.2 First Amendment to Senior Revolving Credit Agreement, dated as of August 1, 2012, among Halcón Resources Corporation, as borrower, each of the lenders from time to time party thereto, and JPMorgan Chase Bank, N.A., as administrative agent for the lenders (Incorporated by reference to Exhibit 10.1 of our Current Report on Form 8-K filed August 2, 2012).
- 10.3 Second Amendment to Senior Revolving Credit Agreement, dated as of January 25, 2013, among Halcón Resources Corporation, as borrower, each of the lenders from time to time party thereto, and JPMorgan Chase Bank, N.A., as administrative agent for the lenders (Incorporated by reference to Exhibit 10.1 of our Current Report on Form 8-K filed January 30, 2013).
- 10.4 Third Amendment to Senior Revolving Credit Agreement, dated as of April 26, 2013, among Halcón Resources Corporation, as borrower, each of the lenders from time to time party thereto, and JPMorgan Chase Bank, N.A., as administrative agent for the lenders (Incorporated by reference to Exhibit 10.2 of our Quarterly Report on Form 10-Q for the quarterly period ended March 31, 2013 filed May 2, 2013).
- 10.5 Fourth Amendment to Senior Revolving Credit Agreement, dated as of May 8, 2013, among Halcón Resources Corporation, as borrower, each of the lenders from time to time party thereto, and JPMorgan Chase Bank, N.A., as administrative agent for the lenders (Incorporated by reference to Exhibit 10.1 of our Current Report on Form 8-K filed May 14, 2013).
- 10.6 Fifth Amendment to Senior Revolving Credit Agreement, dated as of June 11, 2013, among Halcón Resources Corporation, as borrower, each of the lenders party thereto, and JPMorgan Chase Bank, N.A., as administrative agent for the lenders (Incorporated by reference to Exhibit 10.1 of our Current Report on Form 8-K filed June 17, 2013).

- 10.7 Sixth Amendment to Senior Revolving Credit Agreement, dated as of October 31, 2013, among Halcón Resources Corporation, as borrower, each of the lenders party thereto, and JPMorgan Chase Bank, N.A., as administrative agent for the lenders (Incorporated by reference to Exhibit 10.11 of our Quarterly Report on Form 10-Q for the quarterly period ended September 30, 2013 filed November 4, 2013).
- 10.8 Seventh Amendment to Senior Revolving Credit Agreement, dated as of March 21, 2014, among Halcón Resources Corporation, as borrower, each of the lenders party thereto, and JPMorgan Chase Bank, N.A., as administrative agent for the lenders (Incorporated by reference to Exhibit 10.1 of our Current Report on Form 8-K filed March 27, 2014).
- 10.9 Eighth Amendment to Senior Revolving Credit Agreement, dated as of September 30, 2014, among Halcón Resources Corporation, as borrower, each of the lenders party thereto, and JPMorgan Chase Bank, N.A., as administrative agent for the lenders (Incorporated by reference to Exhibit 10.1 of our Current Report on Form 8-K filed October 2, 2014).
- 10.10 Ninth Amendment to Senior Revolving Credit Agreement, dated as of February 25, 2015, among Halcón Resources Corporation, as borrower, each of the lenders party thereto, and JPMorgan Chase Bank, N.A., as administrative agent for the lenders (Incorporated by reference to Exhibit 10.1 of our Current Report on Form 8-K filed February 25, 2015).
- 10.11 Tenth Amendment to Senior Revolving Credit Agreement, dated as of May 1, 2015, among Halcón Resources Corporation, as borrower, each of the lenders party thereto, and JPMorgan Chase Bank, N.A., as administrative agent for the lenders (Incorporated by reference to Exhibit 10.4 of our Current Report on Form 8-K filed May 4, 2015).
- 10.12 Eleventh Amendment to Senior Revolving Credit Agreement, dated as of September 10, 2015, among Halcón Resources Corporation, as borrower, each of the guarantors party thereto, each of the lenders party thereto, and JPMorgan Chase Bank, N.A., as administrative agent for the lenders (Incorporated by reference to Exhibit 10.4 of our Current Report on Form 8-K filed September 15, 2015).
- 10.13\* Twelfth Amendment to Senior Revolving Credit Agreement, dated as of October 29, 2015, among Halcón Resources Corporation, as borrower, each of the guarantors party thereto, each of the lenders party thereto, and JPMorgan Chase Bank, N.A., as administrative agent for the lenders.
- 10.14 Thirteenth Amendment to Senior Revolving Credit Agreement, dated as of March 17, 2016, among Halcón Resources Corporation, as borrower, each of the lenders from time to time party thereto, and JPMorgan Chase Bank, N.A., as administrative agent for the lenders (Incorporated by reference to Exhibit 10.1 of our Current Report on Form 8-K filed March 17, 2016).
- 10.15 Guarantee and Collateral Agreement dated as of February 8, 2012, among Halcón Resources Corporation, as borrower, each of the lenders from time to time party thereto, and JPMorgan Chase Bank, N.A., as administrative agent for the lenders (Incorporated by reference to Exhibit 10.2 of our Current Report on Form 8-K filed February 9, 2012).
- 10.16 Intercreditor Agreement, dated as of May 1, 2015, among Halcón Resources Corporation, the subsidiary guarantors named therein, U.S. Bank National Association, as second lien collateral trustee, and JPMorgan Chase Bank, N.A., as priority lien agent for the lenders (Incorporated by reference to Exhibit 10.1 of our Current Report on Form 8-K filed May 4, 2015).

- 10.17 Collateral Trust Agreement, dated as of May 1, 2015, among Halcón Resources Corporation, the subsidiary guarantors named therein and U.S. Bank National Association, as trustee, the other parity lien debt representatives from time to time party thereto and U.S. Bank National Association, as collateral trustee (Incorporated by reference to Exhibit 10.2 of our Current Report on Form 8-K filed May 4, 2015).
- 10.18 Second Lien Security Agreement, dated as of May 1, 2015, among Halcón Resources Corporation, the subsidiary guarantors named therein and U.S. Bank National Association, as collateral trustee (Incorporated by reference to Exhibit 10.3 of our Current Report on Form 8-K filed May 4, 2015).
- 10.19 Priority Confirmation Joinder, dated as of September 10, 2015, by and between JPMorgan Chase Bank, N.A., as Priority Lien Agent, and U.S. Bank National Association, as Third Lien Collateral Trustee (Incorporated by reference to Exhibit 10.3 of our Current Report on Form 8-K filed September 15, 2015).
- 10.20 Collateral Trust Agreement, dated as of September 10, 2015, among Halcón Resources Corporation, the guarantors from time to time party thereto, U.S. Bank National Association, as Trustee, the other Third Lien Representatives from time to time party thereto and U.S. Bank National Association, as Collateral Trustee (Incorporated by reference to Exhibit 10.1 of our Current Report on Form 8-K filed September 15, 2015).
- 10.21 Third Lien Security Agreement, dated as of September 10, 2015, by and among Halcón Resources Corporation, the grantors from time to time party thereto in favor of U.S. Bank National Association, as Collateral Trustee (Incorporated by reference to Exhibit 10.2 of our Current Report on Form 8-K filed September 15, 2015).
- 10.22 Collateral Trust Joinder, dated as of December 21, 2015, by U.S. Bank National Association, as New Notes Trustee, and U.S. Bank National Association, as Collateral Trustee (Incorporated by reference to Exhibit 10.1 of our Current Report on Form 8-K filed December 22, 2015).
- 10.23 First Amendment to Second Lien Security Agreement, dated as of December 21, 2015, by and among Halcón Resources Corporation and the grantors from time to time party thereto, in favor of U.S. Bank National Association, as Collateral Trustee (Incorporated by reference to Exhibit 10.2 of our Current Report on Form 8-K filed December 22, 2015).
- 10.24 Priority Confirmation Joinder, dated as of December 21, 2015, by and between JPMorgan Chase Bank, N.A., as Priority Lien Agent, U.S. Bank National Association, as New Representative, U.S. Bank National Association, as Second Lien Collateral Trustee, and U.S. Bank National Association, as Third Lien Collateral Trustee (Incorporated by reference to Exhibit 10.3 of our Current Report on Form 8-K filed December 22, 2015).
- 10.25\*\* Second Amended and Restated Summary of Non-Employee Director Compensation adopted on March 9, 2016.
- 10.26\* Amended and Restated Stock Ownership Guidelines Policy adopted on February 25, 2015.
- 10.27 Form of Indemnity Agreement (Incorporated by reference to Exhibit 10.1 of our Current Report on Form 8-K filed March 19, 2012).
- 10.28† Halcón Resources Corporation First Amended and Restated 2012 Long-Term Incentive Plan (Incorporated by reference to Exhibit 10.01 of our Current Report on Form 8-K filed March 4, 2013).

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- 10.29† Amendment No. 1 to the Halcón Resources Corporation First Amended and Restated 2012 Long-Term Incentive Plan (Incorporated by reference to Exhibit 10.1 of our Current Report on Form 8-K filed May 29, 2013).
- 10.30† Amendment No. 2 to the Halcón Resources Corporation First Amended and Restated 2012 Long-Term Incentive Plan (Incorporated by reference to Exhibit 10.1 of our Current Report on Form 8-K filed May 7, 2015).
- 10.31† Employment Agreement between Floyd C. Wilson and Halcón Resources Corporation dated June 1, 2012 (Incorporated by reference to Exhibit 10.1 of our Current Report on Form 8-K filed June 5, 2012).
- 10.32† Employment Agreement between Stephen W. Herod and Halcón Resources Corporation dated June 1, 2012 (Incorporated by reference to Exhibit 10.2 of our Current Report on Form 8-K filed June 5, 2012).
- 10.33† Employment Agreement between Mark J. Mize and Halcón Resources Corporation dated June 1, 2012 (Incorporated by reference to Exhibit 10.3 of our Current Report on Form 8-K filed June 5, 2012).
- 10.34† Employment Agreement between David S. Elkouri and Halcón Resources Corporation dated June 1, 2012 (Incorporated by reference to Exhibit 10.4 of our Current Report on Form 8-K filed June 5, 2012).
- 10.35† Employment Agreement between Joseph S. Rinando, III and Halcón Resources Corporation dated June 1, 2012 (Incorporated by reference to Exhibit 10.5 of our Current Report on Form 8-K filed June 5, 2012).
- 10.36† Employment Agreement between Charles E. Cusack, III and Halcón Resources Corporation dated November 8, 2012 (Incorporated by reference to Exhibit 10.2 of our Current Report on Form 8-K filed March 27, 2014).
- 10.37\*\*† Key Employee Retention Agreement between Floyd C. Wilson and Halcón Resources Corporation dated March 8, 2016.
- 10.38\*\*† Key Employee Retention Agreement between Stephen W. Herod and Halcón Resources Corporation dated March 8, 2016.
- 10.39\*\*† Key Employee Retention Agreement between Mark J. Mize and Halcón Resources Corporation dated March 8, 2016.
- 10.40\*\*† Key Employee Retention Agreement between David S. Elkouri and Halcón Resources Corporation dated March 8, 2016.
- 10.41† Form of Stock Option Award Agreement (Incorporated by reference to Exhibit 10.1 of our Current Report on Form 8-K filed June 13, 2012).
- 10.42† Form of Employee Restricted Stock Agreement (Incorporated by reference to Exhibit 10.2 of our Current Report on Form 8-K filed June 13, 2012).
- 10.43† Form of Non-Employee Director Restricted Stock Agreement (Incorporated by reference to Exhibit 10.3 of our Current Report on Form 8-K filed June 13, 2012).
- 10.44† Form of Performance Unit Award Agreement (Incorporated by reference to Exhibit 10.3 of our Quarterly Report on Form 10-Q for the quarterly period ended June 30, 2014 filed July 31, 2014).

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10.45	Stockholders Agreement dated December 6, 2012, between Halcón Resources Corporation and CPP Investment Board PMI-2 Inc. (Incorporated by reference to Exhibit 10.1 of our Current Report on Form 8-K filed December 11, 2012).
10.46	Equity Distribution Agreement, dated March 18, 2015, by and among Halcón Resources Corporation, BMO Capital Markets Corp., Jefferies LLC and MLV & Co. LLC (Incorporated by reference to Exhibit 1.1 of our Current Report on Form 8-K filed March 18, 2015).
10.47	Purchase Agreement, dated April 21, 2015, by and among Halcón Resources Corporation, the guarantors named therein, J.P. Morgan Securities LLC, as representative of the initial purchasers named therein (Incorporated by reference to Exhibit 10.1 of our Current Report on Form 8-K filed April 24, 2015).
12.1*	Computation of Ratio of Earnings to Combined Fixed Charges and Preference Dividends
21.1*	List of Subsidiaries of Halcón Resources Corporation
23.1*	Consent of Deloitte & Touche LLP
23.2*	Consent of Netherland, Sewell & Associates, Inc.
31.1**	Sarbanes-Oxley Section 302 certification of Principal Executive Officer
31.2**	Sarbanes-Oxley Section 302 certification of Principal Financial Officer
32*	Sarbanes-Oxley Section 906 certification of Principal Executive Officer and Principal Financial Officer
99.1*	Report of Netherland, Sewell & Associates, Inc.
101.INS*	XBRL Instance Document
101.SCH*	XBRL Taxonomy Extension Schema Document
101.CAL*	XBRL Taxonomy Extension Calculation Linkbase Document
101.DEF*	XBRL Taxonomy Extension Definition Document
101.LAB*	XBRL Taxonomy Extension Label Linkbase Document
101.PRE*	XBRL Taxonomy Extension Presentation Linkbase Document

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\* *Indicates documents previously filed with our Annual Report on Form 10-K for the fiscal year ended December 31, 2015, originally filed with the SEC on February 26, 2016, which is being amended hereby.*

\*\* *Attached hereto.*

† *Indicates management contract or compensatory plan or arrangement.*

The registrant has not filed with this report copies of the instruments defining rights of all holders of long-term debt of the registrant and its consolidated subsidiaries based upon the exception set forth in Item 601(b)(4)(iii)(A) of Regulation S-K. Copies of such instruments will be furnished to the SEC upon request.





**HALCÓN RESOURCES CORPORATION**  
**SECOND AMENDED AND RESTATED**  
**SUMMARY OF NON-EMPLOYEE DIRECTOR COMPENSATION**  
**Adopted March 9, 2016**

Each non-employee member serving on the Board of Directors (each, a "*Director*," and collectively, the "*Directors*") of Halcón Resources Corporation (the "*Company*") shall be paid compensation in the form of cash, represented in an annual amount, as set forth in the summary below:

	<u>Amount <sup>(1)</sup></u>
<b>Annual Retainer:</b>	\$ 198,000
<b>Additional Annual Retainer:</b>	
Lead Director	\$ 50,000
<b>Additional Annual Retainers—Chair:</b>	
Audit Committee Chair	\$ 25,000
Compensation Committee Chair	\$ 15,000
Nominating and Corporate Governance Committee Chair	\$ 12,500
Reserves Committee Chair	\$ 12,500
<b>Additional Annual Retainers—Committee Member:</b>	
Audit Committee Member	\$ 7,500
Compensation Committee Member	\$ 5,000
Nominating and Corporate Governance Committee Member	\$ 5,000
Reserves Committee Member	\$ 5,000

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(1) Payable in monthly installments and pro-rated for partial year terms.

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QuickLinks

[Exhibit 10.25](#)

[HALCÓN RESOURCES CORPORATION SECOND AMENDED AND RESTATED SUMMARY OF NON-EMPLOYEE DIRECTOR COMPENSATION  
Adopted March 9, 2016](#)

March 8, 2016

Floyd C. Wilson

Re: Key Employee Retention Agreement

Dear Floyd:

In recognition of your continuing key role at Halcón Resources Corporation and its affiliates (collectively, "**Halcón**"), you shall be entitled to a bonus (the "**Commitment Bonus**") upon the following terms and conditions set forth in this letter (this "**Agreement**"). This Agreement is between you and Halcón Resources Corporation (the "**Company**").

1. **Amount of Commitment Bonus.** The amount of your Commitment Bonus is THREE MILLION DOLLARS AND NO CENTS (\$3,000,000.00).
  2. **Payment of Commitment Bonus.** By executing and delivering this Agreement to the Company (as indicated below), you agree to continue your employment with Halcón until March 9, 2017 (the "**Vesting Date**"), and the Company agrees to make an advance payment to you of the Commitment Bonus, less applicable withholding taxes. Such advance payment shall be made within five (5) days after you deliver the executed Agreement to the Company.
  3. **Repayment of Advanced Commitment Bonus.** If you terminate your employment with Halcón without "Good Reason" (as defined in Section 5) prior to the Vesting Date, or if your employment with Halcón is terminated for "Cause" (as defined in Section 6) prior to the Vesting Date, you agree that, within thirty (30) calendar days after such termination, you will pay to the Company the net amount of the Commitment Bonus that you received (i.e., the full amount of the Commitment Bonus less the amounts withheld for taxes therefrom). You agree that, if you fail to pay such amount, the Company may recover such payment (or any portion thereof) from you by making deductions from your salary and/or any other sums owed to you by Halcón, as permitted by applicable law. In addition, any such amount that you have not repaid to the Company shall accrue interest at the prime rate, as set forth in The Wall Street Journal on the date of your termination of employment from Halcón. For avoidance of doubt, if your employment with Halcón terminates prior to the Vesting Date due to your death, your permanent disability, a decision by you to terminate for Good Reason, or a decision by Halcón to terminate without Cause, or for any other reason (other than a termination by you without Good Reason or a termination by Halcón for Cause), you will not be required to repay the Commitment Bonus, subject to the release of claims requirement set forth in Section 4.
  4. **Release of Claims.** Your retention of the Commitment Bonus on account of termination by you for Good Reason or a termination by Halcón without Cause shall be contingent on your executing and not revoking an agreement, in a form provided by the Company, granting a full release of all actual and potential claims you have or may have against (i) the Company and any parent, subsidiary, affiliated entity, joint venture, successor, predecessor, or assignee of the Company; (ii) the stockholders, officers, directors, employees, agents, representatives, and/or fiduciaries of the Company and of any parent, subsidiary, affiliated entity, joint venture, successor, predecessor, or assignee of the Company; and (iii) any persons acting by, through, under, or in concert with any of the persons or entities listed in clause (i) and/or clause (ii).
  5. **Termination for "Good Reason."** For purposes of this Agreement, "**Good Reason**" shall mean, subject to the notice and cure provisions below, any of the following actions if taken without your prior consent:
    - a. A material reduction in your base salary; or
    - b. A permanent relocation of your principal place of employment to any location outside of a fifty mile radius of the location from which you served Halcón immediately prior to the
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relocation, provided such relocation is a material change in the geographic location at which you must provide services for purposes of Code Section 409A and the regulations thereunder.

To exercise the option to terminate employment for Good Reason, you must provide written notice to the Company of your belief that Good Reason exists within 60 days of the initial existence of the Good Reason condition, and that notice shall describe in reasonable detail the condition(s) believed to constitute Good Reason. The Company then shall have 30 days to remedy the Good Reason condition(s). If not remedied within that 30-day period or if the Company notifies you that it does not intend to cure such condition(s) before the end of that 30-day period, you may submit a notice of termination to the Company; provided, however, that the notice of termination invoking your option to terminate employment for Good Reason must be given no later than 100 days after the date the Good Reason condition first arose; otherwise, you are deemed to have accepted the condition(s), or the Company's correction of such condition(s), that may have given rise to the existence of Good Reason.

6. **Termination by Halcón for "Cause."** For purposes of this Agreement, "**Cause**" shall mean:

- a. The willful failure by you to perform your duties under your Employment Agreement with the Company dated June 1, 2012 (as renewed effective June 1, 2014) (the "**Employment Agreement**") in any material respect (other than any such failure resulting from your incapacity due to physical or mental illness or disability) or the commission by you of an act of willful misconduct in any material respect with respect to Halcón; or
- b. The engaging by you in conduct which is demonstrably and materially injurious to Halcón; or
- c. The willful engaging, or failure to engage, by you in conduct which is in material violation of any term of your Employment Agreement, this Agreement, or the terms of any of Halcón's written policies and procedures; or
- d. Your breach of duty (other than inadvertent acts or omissions) to Halcón involving fraud, dishonesty, disloyalty, or a conflict of interest; or
- e. Your failure to cooperate with any investigation or inquiry authorized by Halcón or conducted by a governmental authority related to Halcón's business or your conduct; or
- f. Your conviction of, or entry of a plea agreement or consent decree or similar arrangement with respect to, any felony, any crime involving deceit, fraud, perjury or embezzlement, or any violation of federal or state securities laws.

For purposes of this Section 6, no act, or failure to act, shall be deemed "willful" unless done, or omitted to be done, by you not in good faith and without reasonable belief that your action or omission was in the best interest of Halcón.

Halcón may terminate your employment for Cause, but only after: (i) giving you written notice of the failure or conduct which the Company believes to constitute Cause; and (ii) with respect to elements (a) through (d) above, providing you a reasonable opportunity, and in no event more than 30 days, to cure such failure or conduct, unless the Company determines in its good faith judgment that such failure or conduct is not reasonably capable of being cured. In the event you do not cure the alleged failure or conduct within the time frame provided for such cure by the Company, the Company shall send you written notice specifying the effective date of termination. The failure by the Company to set forth in the notice referenced in this paragraph any fact or circumstance which contributes to a showing of Cause shall not waive any right of the Company to assert, or preclude the Company from asserting, such fact or circumstance in enforcing its rights hereunder.

7. **Confidentiality of Agreement.** You and the Company agree that the existence and terms of this Agreement shall be confidential. The Company and you specifically agree that they will neither now, nor at any time in the future, disclose or cause to be disclosed the existence or terms of this Agreement, except that disclosure may occur as follows:
  - a. To employees of Halcón, but only to the limited extent necessary to perform the terms of this Agreement;
  - b. To your spouse or in connection with obtaining legal, financial, and/or tax advice regarding the terms, provisions, and effect of this Agreement;
  - c. As may be necessary in filing tax returns or SEC filings;
  - d. As may be necessary in connection with enforcing the terms and conditions of this Agreement as provided herein; and/or
  - e. As may be necessary in response to a valid subpoena or other lawful process and to comply with applicable law.
8. **Administration.** This Agreement shall be administered by the Company's Board of Directors, which has the absolute and unilateral right, power, and discretion to administer, interpret, construe, and construct the terms and provisions of this Agreement.
9. **Employee Benefits.** Nothing in this Agreement is intended to change any of the terms of any employee benefit plan sponsored and maintained by Halcón. In the event of a conflict between the terms of this Agreement and any of the aforementioned plans, the terms of the aforementioned plans shall control.
10. **Beneficiary.** Your beneficiary under this Agreement (your "**Beneficiary**" ) shall be your surviving spouse, or, if you have no surviving spouse, your estate. If you die before payment of benefits to which you are entitled under this Agreement, such benefits shall be paid to your Beneficiary.
11. **Compliance with Code § 409A.** To the maximum extent permitted by applicable law, amounts payable to you under this Agreement shall be made in reliance upon Treasury Regulation § 1.409A-1(b)(4) (with respect to short-term deferrals). The provisions of this Agreement are intended to comply with the applicable requirements of Code § 409A and shall be limited, construed, and interpreted in accordance with such intent.
12. **Assignment.** Your rights under this Agreement are personal in nature, and you may not assign this Agreement or your rights hereunder without the written consent of the Company, which consent may be withheld in the Company's sole discretion. The Company may assign this Agreement without your consent. Subject to the limitations set forth in this Section, this Agreement shall be binding upon and inure to the benefit of the parties and their heirs, personal representatives, successors, and assignees.
13. **Modifications.** This Agreement shall not be varied, altered, modified, canceled, changed, or in any way amended except by mutual written agreement of you and the Company.
14. **Severance of Terms.** If any provision of this Agreement is or may be held by a court or arbitrator of competent jurisdiction to be invalid, void, or unenforceable to any extent, the validity of the remaining parts, terms, or provisions of this Agreement shall not be affected thereby, and such illegal or invalid part, term, or provision shall be deemed not to be part of this Agreement. The remaining provisions shall nevertheless survive and continue in full force and effect without being invalidated in any way.

15. **Entire Agreement.** This Agreement sets forth the entire understanding between you and the Company with respect to the subject matter hereof and supersedes and replaces all prior communications, understandings and agreements between the parties, whether written or oral, express or implied, relating to the subject matter hereof.
16. **State Law.** This Agreement is made within the State of Texas. Therefore, except where preempted by federal law, this Agreement shall in all respects be interpreted, enforced, and governed under the laws of the State of Texas and shall in all cases be construed as a whole (according to its fair meaning, and not strictly for or against either of the parties). Subject to the terms of any arbitration agreement between the Company and you, any action seeking interpretation or enforcement of its terms may be maintained only in the state courts of Harris County, Texas without regard to where the cause of action arose.
17. **Counterparts.** This Agreement may be executed in counterparts, each of which shall be construed as an original for all purposes, but all of which taken together shall constitute one and the same Agreement.
18. **Titles.** The titles of Sections, Subsections, and Paragraphs in this Agreement are placed herein for convenience of reference only, and this Agreement is not to be construed by reference thereto.
19. **No Contract of Employment.** Nothing contained herein shall be construed to constitute a contract of employment between you and Halcón. Nothing contained herein shall be deemed to give you the right to be retained in the employ of Halcón, to be rehired by Halcón, or to interfere with the right of Halcón to discharge you at any time without regard to the effect such discharge might have on your right to receive benefits under this Agreement.

To accept this Agreement, please sign where indicated below, and return it on or before **11:59 P.M. on March 8, 2016** , to:

Halcón Resources Corporation  
Attn: Senior Vice President, Human Resources  
1000 Louisiana, Ste. 6700  
Houston, TX 77002  
E-mail: Lkasperek@halconresources.com

Sincerely,

HALCÓN RESOURCES CORPORATION

/s/ LEAH KASPAREK

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Leah Kasperek  
*Senior Vice President, Human Resources*

ACCEPTED AND AGREED AS OF THE  
DATE FIRST SET FORTH ABOVE:

/s/ FLOYD C. WILSON

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Floyd C. Wilson

QuickLinks

[Exhibit 10.37](#)

March 8, 2016

Stephen W. Herod

Re: Key Employee Retention Agreement

Dear Steve:

In recognition of your continuing key role at Halcón Resources Corporation and its affiliates (collectively, "**Halcón**"), you shall be entitled to a bonus (the "**Commitment Bonus**") upon the following terms and conditions set forth in this letter (this "**Agreement**"). This Agreement is between you and Halcón Resources Corporation (the "**Company**").

1. **Amount of Commitment Bonus.** The amount of your Commitment Bonus is EIGHT HUNDRED THOUSAND DOLLARS AND NO CENTS (\$800,000.00).
  2. **Payment of Commitment Bonus.** By executing and delivering this Agreement to the Company (as indicated below), you agree to continue your employment with Halcón until March 9, 2017 (the "**Vesting Date**"), and the Company agrees to make an advance payment to you of the Commitment Bonus, less applicable withholding taxes. Such advance payment shall be made within five (5) days after you deliver the executed Agreement to the Company.
  3. **Repayment of Advanced Commitment Bonus.** If you terminate your employment with Halcón without "Good Reason" (as defined in Section 5) prior to the Vesting Date, or if your employment with Halcón is terminated for "Cause" (as defined in Section 6) prior to the Vesting Date, you agree that, within thirty (30) calendar days after such termination, you will pay to the Company the net amount of the Commitment Bonus that you received (i.e., the full amount of the Commitment Bonus less the amounts withheld for taxes therefrom). You agree that, if you fail to pay such amount, the Company may recover such payment (or any portion thereof) from you by making deductions from your salary and/or any other sums owed to you by Halcón, as permitted by applicable law. In addition, any such amount that you have not repaid to the Company shall accrue interest at the prime rate, as set forth in The Wall Street Journal on the date of your termination of employment from Halcón. For avoidance of doubt, if your employment with Halcón terminates prior to the Vesting Date due to your death, your permanent disability, a decision by you to terminate for Good Reason, or a decision by Halcón to terminate without Cause, or for any other reason (other than a termination by you without Good Reason or a termination by Halcón for Cause), you will not be required to repay the Commitment Bonus, subject to the release of claims requirement set forth in Section 4.
  4. **Release of Claims.** Your retention of the Commitment Bonus on account of termination by you for Good Reason or a termination by Halcón without Cause shall be contingent on your executing and not revoking an agreement, in a form provided by the Company, granting a full release of all actual and potential claims you have or may have against (i) the Company and any parent, subsidiary, affiliated entity, joint venture, successor, predecessor, or assignee of the Company; (ii) the stockholders, officers, directors, employees, agents, representatives, and/or fiduciaries of the Company and of any parent, subsidiary, affiliated entity, joint venture, successor, predecessor, or assignee of the Company; and (iii) any persons acting by, through, under, or in concert with any of the persons or entities listed in clause (i) and/or clause (ii).
  5. **Termination for "Good Reason."** For purposes of this Agreement, "**Good Reason**" shall mean, subject to the notice and cure provisions below, any of the following actions if taken without your prior consent:
    - a. A material reduction in your base salary; or
    - b. A permanent relocation of your principal place of employment to any location outside of a fifty mile radius of the location from which you served Halcón immediately prior to the
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relocation, provided such relocation is a material change in the geographic location at which you must provide services for purposes of Code Section 409A and the regulations thereunder.

To exercise the option to terminate employment for Good Reason, you must provide written notice to the Company of your belief that Good Reason exists within 60 days of the initial existence of the Good Reason condition, and that notice shall describe in reasonable detail the condition(s) believed to constitute Good Reason. The Company then shall have 30 days to remedy the Good Reason condition(s). If not remedied within that 30-day period or if the Company notifies you that it does not intend to cure such condition(s) before the end of that 30-day period, you may submit a notice of termination to the Company; provided, however, that the notice of termination invoking your option to terminate employment for Good Reason must be given no later than 100 days after the date the Good Reason condition first arose; otherwise, you are deemed to have accepted the condition(s), or the Company's correction of such condition(s), that may have given rise to the existence of Good Reason.

6. **Termination by Halcón for "Cause."** For purposes of this Agreement, "**Cause**" shall mean:

- a. The willful failure by you to perform your duties under your Employment Agreement with the Company dated June 1, 2012 (the "**Employment Agreement**") in any material respect (other than any such failure resulting from your incapacity due to physical or mental illness or disability) or the commission by you of an act of willful misconduct in any material respect with respect to Halcón; or
- b. The engaging by you in conduct which is demonstrably and materially injurious to Halcón; or
- c. The willful engaging, or failure to engage, by you in conduct which is in material violation of any term of your Employment Agreement, this Agreement, or the terms of any of Halcón's written policies and procedures; or
- d. Your breach of duty (other than inadvertent acts or omissions) to Halcón involving fraud, dishonesty, disloyalty, or a conflict of interest; or
- e. Your failure to cooperate with any investigation or inquiry authorized by Halcón or conducted by a governmental authority related to Halcón's business or your conduct; or
- f. Your conviction of, or entry of a plea agreement or consent decree or similar arrangement with respect to, any felony, any crime involving deceit, fraud, perjury or embezzlement, or any violation of federal or state securities laws.

For purposes of this Section 6, no act, or failure to act, shall be deemed "willful" unless done, or omitted to be done, by you not in good faith and without reasonable belief that your action or omission was in the best interest of Halcón.

Halcón may terminate your employment for Cause, but only after: (i) giving you written notice of the failure or conduct which the Company believes to constitute Cause; and (ii) with respect to elements (a) through (d) above, providing you a reasonable opportunity, and in no event more than 30 days, to cure such failure or conduct, unless the Company determines in its good faith judgment that such failure or conduct is not reasonably capable of being cured. In the event you do not cure the alleged failure or conduct within the time frame provided for such cure by the Company, the Company shall send you written notice specifying the effective date of termination. The failure by the Company to set forth in the notice referenced in this paragraph any fact or circumstance which contributes to a showing of Cause shall not waive any right of the Company to assert, or preclude the Company from asserting, such fact or circumstance in enforcing its rights hereunder.

7. **Confidentiality of Agreement.** You and the Company agree that the existence and terms of this Agreement shall be confidential. The Company and you specifically agree that they will neither now, nor at any time in the future, disclose or cause to be disclosed the existence or terms of this Agreement, except that disclosure may occur as follows:
  - a. To employees of Halcón, but only to the limited extent necessary to perform the terms of this Agreement;
  - b. To your spouse or in connection with obtaining legal, financial, and/or tax advice regarding the terms, provisions, and effect of this Agreement;
  - c. As may be necessary in filing tax returns or SEC filings;
  - d. As may be necessary in connection with enforcing the terms and conditions of this Agreement as provided herein; and/or
  - e. As may be necessary in response to a valid subpoena or other lawful process and to comply with applicable law.
8. **Administration.** This Agreement shall be administered by the Company's Board of Directors, which has the absolute and unilateral right, power, and discretion to administer, interpret, construe, and construct the terms and provisions of this Agreement.
9. **Employee Benefits.** Nothing in this Agreement is intended to change any of the terms of any employee benefit plan sponsored and maintained by Halcón. In the event of a conflict between the terms of this Agreement and any of the aforementioned plans, the terms of the aforementioned plans shall control.
10. **Beneficiary.** Your beneficiary under this Agreement (your "**Beneficiary**" ) shall be your surviving spouse, or, if you have no surviving spouse, your estate. If you die before payment of benefits to which you are entitled under this Agreement, such benefits shall be paid to your Beneficiary.
11. **Compliance with Code § 409A.** To the maximum extent permitted by applicable law, amounts payable to you under this Agreement shall be made in reliance upon Treasury Regulation § 1.409A-1(b)(4) (with respect to short-term deferrals). The provisions of this Agreement are intended to comply with the applicable requirements of Code § 409A and shall be limited, construed, and interpreted in accordance with such intent.
12. **Assignment.** Your rights under this Agreement are personal in nature, and you may not assign this Agreement or your rights hereunder without the written consent of the Company, which consent may be withheld in the Company's sole discretion. The Company may assign this Agreement without your consent. Subject to the limitations set forth in this Section, this Agreement shall be binding upon and inure to the benefit of the parties and their heirs, personal representatives, successors, and assignees.
13. **Modifications.** This Agreement shall not be varied, altered, modified, canceled, changed, or in any way amended except by mutual written agreement of you and the Company.
14. **Severance of Terms.** If any provision of this Agreement is or may be held by a court or arbitrator of competent jurisdiction to be invalid, void, or unenforceable to any extent, the validity of the remaining parts, terms, or provisions of this Agreement shall not be affected thereby, and such illegal or invalid part, term, or provision shall be deemed not to be part of this Agreement. The remaining provisions shall nevertheless survive and continue in full force and effect without being invalidated in any way.

15. **Entire Agreement.** This Agreement sets forth the entire understanding between you and the Company with respect to the subject matter hereof and supersedes and replaces all prior communications, understandings and agreements between the parties, whether written or oral, express or implied, relating to the subject matter hereof.
16. **State Law.** This Agreement is made within the State of Texas. Therefore, except where preempted by federal law, this Agreement shall in all respects be interpreted, enforced, and governed under the laws of the State of Texas and shall in all cases be construed as a whole (according to its fair meaning, and not strictly for or against either of the parties). Subject to the terms of any arbitration agreement between the Company and you, any action seeking interpretation or enforcement of its terms may be maintained only in the state courts of Harris County, Texas without regard to where the cause of action arose.
17. **Counterparts.** This Agreement may be executed in counterparts, each of which shall be construed as an original for all purposes, but all of which taken together shall constitute one and the same Agreement.
18. **Titles.** The titles of Sections, Subsections, and Paragraphs in this Agreement are placed herein for convenience of reference only, and this Agreement is not to be construed by reference thereto.
19. **No Contract of Employment.** Nothing contained herein shall be construed to constitute a contract of employment between you and Halcón. Nothing contained herein shall be deemed to give you the right to be retained in the employ of Halcón, to be rehired by Halcón, or to interfere with the right of Halcón to discharge you at any time without regard to the effect such discharge might have on your right to receive benefits under this Agreement.

To accept this Agreement, please sign where indicated below, and return it on or before **11:59 P.M. on March 8, 2016** , to:

Halcón Resources Corporation  
Attn: Senior Vice President, Human Resources  
1000 Louisiana, Ste. 6700  
Houston, TX 77002  
E-mail: Lkasperek@halconresources.com

Sincerely,

HALCÓN RESOURCES CORPORATION

/s/ LEAH KASPAREK

---

Leah Kasperek  
*Senior Vice President, Human Resources*

ACCEPTED AND AGREED AS OF THE  
DATE FIRST SET FORTH ABOVE:

/s/ STEPHEN W. HEROD

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Stephen W. Herod

QuickLinks

[Exhibit 10.38](#)

March 8, 2016

Mark J. Mize

Re: Key Employee Retention Agreement

Dear Mark:

In recognition of your continuing key role at Halcón Resources Corporation and its affiliates (collectively, "**Halcón**"), you shall be entitled to a bonus (the "**Commitment Bonus**") upon the following terms and conditions set forth in this letter (this "**Agreement**"). This Agreement is between you and Halcón Resources Corporation (the "**Company**").

1. **Amount of Commitment Bonus.** The amount of your Commitment Bonus is EIGHT HUNDRED THOUSAND DOLLARS AND NO CENTS (\$800,000.00).
  2. **Payment of Commitment Bonus.** By executing and delivering this Agreement to the Company (as indicated below), you agree to continue your employment with Halcón until March 9, 2017 (the "**Vesting Date**"), and the Company agrees to make an advance payment to you of the Commitment Bonus, less applicable withholding taxes. Such advance payment shall be made within five (5) days after you deliver the executed Agreement to the Company.
  3. **Repayment of Advanced Commitment Bonus.** If you terminate your employment with Halcón without "Good Reason" (as defined in Section 5) prior to the Vesting Date, or if your employment with Halcón is terminated for "Cause" (as defined in Section 6) prior to the Vesting Date, you agree that, within thirty (30) calendar days after such termination, you will pay to the Company the net amount of the Commitment Bonus that you received (i.e., the full amount of the Commitment Bonus less the amounts withheld for taxes therefrom). You agree that, if you fail to pay such amount, the Company may recover such payment (or any portion thereof) from you by making deductions from your salary and/or any other sums owed to you by Halcón, as permitted by applicable law. In addition, any such amount that you have not repaid to the Company shall accrue interest at the prime rate, as set forth in The Wall Street Journal on the date of your termination of employment from Halcón. For avoidance of doubt, if your employment with Halcón terminates prior to the Vesting Date due to your death, your permanent disability, a decision by you to terminate for Good Reason, or a decision by Halcón to terminate without Cause, or for any other reason (other than a termination by you without Good Reason or a termination by Halcón for Cause), you will not be required to repay the Commitment Bonus, subject to the release of claims requirement set forth in Section 4.
  4. **Release of Claims.** Your retention of the Commitment Bonus on account of termination by you for Good Reason or a termination by Halcón without Cause shall be contingent on your executing and not revoking an agreement, in a form provided by the Company, granting a full release of all actual and potential claims you have or may have against (i) the Company and any parent, subsidiary, affiliated entity, joint venture, successor, predecessor, or assignee of the Company; (ii) the stockholders, officers, directors, employees, agents, representatives, and/or fiduciaries of the Company and of any parent, subsidiary, affiliated entity, joint venture, successor, predecessor, or assignee of the Company; and (iii) any persons acting by, through, under, or in concert with any of the persons or entities listed in clause (i) and/or clause (ii).
  5. **Termination for "Good Reason."** For purposes of this Agreement, "**Good Reason**" shall mean, subject to the notice and cure provisions below, any of the following actions if taken without your prior consent:
    - a. A material reduction in your base salary; or
    - b. A permanent relocation of your principal place of employment to any location outside of a fifty mile radius of the location from which you served Halcón immediately prior to the
-

relocation, provided such relocation is a material change in the geographic location at which you must provide services for purposes of Code Section 409A and the regulations thereunder.

To exercise the option to terminate employment for Good Reason, you must provide written notice to the Company of your belief that Good Reason exists within 60 days of the initial existence of the Good Reason condition, and that notice shall describe in reasonable detail the condition(s) believed to constitute Good Reason. The Company then shall have 30 days to remedy the Good Reason condition(s). If not remedied within that 30-day period or if the Company notifies you that it does not intend to cure such condition(s) before the end of that 30-day period, you may submit a notice of termination to the Company; provided, however, that the notice of termination invoking your option to terminate employment for Good Reason must be given no later than 100 days after the date the Good Reason condition first arose; otherwise, you are deemed to have accepted the condition(s), or the Company's correction of such condition(s), that may have given rise to the existence of Good Reason.

6. **Termination by Halcón for "Cause."** For purposes of this Agreement, "**Cause**" shall mean:

- a. The willful failure by you to perform your duties under your Employment Agreement with the Company dated June 1, 2012 (the "**Employment Agreement**") in any material respect (other than any such failure resulting from your incapacity due to physical or mental illness or disability) or the commission by you of an act of willful misconduct in any material respect with respect to Halcón; or
- b. The engaging by you in conduct which is demonstrably and materially injurious to Halcón; or
- c. The willful engaging, or failure to engage, by you in conduct which is in material violation of any term of your Employment Agreement, this Agreement, or the terms of any of Halcón's written policies and procedures; or
- d. Your breach of duty (other than inadvertent acts or omissions) to Halcón involving fraud, dishonesty, disloyalty, or a conflict of interest; or
- e. Your failure to cooperate with any investigation or inquiry authorized by Halcón or conducted by a governmental authority related to Halcón's business or your conduct; or
- f. Your conviction of, or entry of a plea agreement or consent decree or similar arrangement with respect to, any felony, any crime involving deceit, fraud, perjury or embezzlement, or any violation of federal or state securities laws.

For purposes of this Section 6, no act, or failure to act, shall be deemed "willful" unless done, or omitted to be done, by you not in good faith and without reasonable belief that your action or omission was in the best interest of Halcón.

Halcón may terminate your employment for Cause, but only after: (i) giving you written notice of the failure or conduct which the Company believes to constitute Cause; and (ii) with respect to elements (a) through (d) above, providing you a reasonable opportunity, and in no event more than 30 days, to cure such failure or conduct, unless the Company determines in its good faith judgment that such failure or conduct is not reasonably capable of being cured. In the event you do not cure the alleged failure or conduct within the time frame provided for such cure by the Company, the Company shall send you written notice specifying the effective date of termination. The failure by the Company to set forth in the notice referenced in this paragraph any fact or circumstance which contributes to a showing of Cause shall not waive any right of the Company to assert, or preclude the Company from asserting, such fact or circumstance in enforcing its rights hereunder.

7. **Confidentiality of Agreement.** You and the Company agree that the existence and terms of this Agreement shall be confidential. The Company and you specifically agree that they will neither now, nor at any time in the future, disclose or cause to be disclosed the existence or terms of this Agreement, except that disclosure may occur as follows:
- a. To employees of Halcón, but only to the limited extent necessary to perform the terms of this Agreement;
  - b. To your spouse or in connection with obtaining legal, financial, and/or tax advice regarding the terms, provisions, and effect of this Agreement;
  - c. As may be necessary in filing tax returns or SEC filings;
  - d. As may be necessary in connection with enforcing the terms and conditions of this Agreement as provided herein; and/or
  - e. As may be necessary in response to a valid subpoena or other lawful process and to comply with applicable law.
8. **Administration.** This Agreement shall be administered by the Company's Board of Directors, which has the absolute and unilateral right, power, and discretion to administer, interpret, construe, and construct the terms and provisions of this Agreement.
9. **Employee Benefits.** Nothing in this Agreement is intended to change any of the terms of any employee benefit plan sponsored and maintained by Halcón. In the event of a conflict between the terms of this Agreement and any of the aforementioned plans, the terms of the aforementioned plans shall control.
10. **Beneficiary.** Your beneficiary under this Agreement (your "**Beneficiary**" ) shall be your surviving spouse, or, if you have no surviving spouse, your estate. If you die before payment of benefits to which you are entitled under this Agreement, such benefits shall be paid to your Beneficiary.
11. **Compliance with Code § 409A.** To the maximum extent permitted by applicable law, amounts payable to you under this Agreement shall be made in reliance upon Treasury Regulation § 1.409A-1(b)(4) (with respect to short-term deferrals). The provisions of this Agreement are intended to comply with the applicable requirements of Code § 409A and shall be limited, construed, and interpreted in accordance with such intent.
12. **Assignment.** Your rights under this Agreement are personal in nature, and you may not assign this Agreement or your rights hereunder without the written consent of the Company, which consent may be withheld in the Company's sole discretion. The Company may assign this Agreement without your consent. Subject to the limitations set forth in this Section, this Agreement shall be binding upon and inure to the benefit of the parties and their heirs, personal representatives, successors, and assignees.
13. **Modifications.** This Agreement shall not be varied, altered, modified, canceled, changed, or in any way amended except by mutual written agreement of you and the Company.
14. **Severance of Terms.** If any provision of this Agreement is or may be held by a court or arbitrator of competent jurisdiction to be invalid, void, or unenforceable to any extent, the validity of the remaining parts, terms, or provisions of this Agreement shall not be affected thereby, and such illegal or invalid part, term, or provision shall be deemed not to be part of this Agreement. The remaining provisions shall nevertheless survive and continue in full force and effect without being invalidated in any way.

15. **Entire Agreement.** This Agreement sets forth the entire understanding between you and the Company with respect to the subject matter hereof and supersedes and replaces all prior communications, understandings and agreements between the parties, whether written or oral, express or implied, relating to the subject matter hereof.
16. **State Law.** This Agreement is made within the State of Texas. Therefore, except where preempted by federal law, this Agreement shall in all respects be interpreted, enforced, and governed under the laws of the State of Texas and shall in all cases be construed as a whole (according to its fair meaning, and not strictly for or against either of the parties). Subject to the terms of any arbitration agreement between the Company and you, any action seeking interpretation or enforcement of its terms may be maintained only in the state courts of Harris County, Texas without regard to where the cause of action arose.
17. **Counterparts.** This Agreement may be executed in counterparts, each of which shall be construed as an original for all purposes, but all of which taken together shall constitute one and the same Agreement.
18. **Titles.** The titles of Sections, Subsections, and Paragraphs in this Agreement are placed herein for convenience of reference only, and this Agreement is not to be construed by reference thereto.
19. **No Contract of Employment.** Nothing contained herein shall be construed to constitute a contract of employment between you and Halcón. Nothing contained herein shall be deemed to give you the right to be retained in the employ of Halcón, to be rehired by Halcón, or to interfere with the right of Halcón to discharge you at any time without regard to the effect such discharge might have on your right to receive benefits under this Agreement.

To accept this Agreement, please sign where indicated below, and return it on or before **11:59 P.M. on March 8, 2016** , to:

Halcón Resources Corporation  
Attn: Senior Vice President, Human Resources  
1000 Louisiana, Ste. 6700  
Houston, TX 77002  
E-mail: Lkasperek@halconresources.com

Sincerely,

HALCÓN RESOURCES CORPORATION

/s/ LEAH KASPAREK

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Leah Kasperek  
*Senior Vice President, Human Resources*

ACCEPTED AND AGREED AS OF THE  
DATE FIRST SET FORTH ABOVE:

/s/ MARK J. MIZE

---

Mark J. Mize

QuickLinks

[Exhibit 10.39](#)

March 8, 2016

David S. Elkouri

Re: Key Employee Retention Agreement

Dear David:

In recognition of your continuing key role at Halcón Resources Corporation and its affiliates (collectively, "**Halcón**"), you shall be entitled to a bonus (the "**Commitment Bonus**") upon the following terms and conditions set forth in this letter (this "**Agreement**"). This Agreement is between you and Halcón Resources Corporation (the "**Company**").

1. **Amount of Commitment Bonus.** The amount of your Commitment Bonus is EIGHT HUNDRED THOUSAND DOLLARS AND NO CENTS (\$800,000.00).
  2. **Payment of Commitment Bonus.** By executing and delivering this Agreement to the Company (as indicated below), you agree to continue your employment with Halcón until March 9, 2017 (the "**Vesting Date**"), and the Company agrees to make an advance payment to you of the Commitment Bonus, less applicable withholding taxes. Such advance payment shall be made within five (5) days after you deliver the executed Agreement to the Company.
  3. **Repayment of Advanced Commitment Bonus.** If you terminate your employment with Halcón without "Good Reason" (as defined in Section 5) prior to the Vesting Date, or if your employment with Halcón is terminated for "Cause" (as defined in Section 6) prior to the Vesting Date, you agree that, within thirty (30) calendar days after such termination, you will pay to the Company the net amount of the Commitment Bonus that you received (i.e., the full amount of the Commitment Bonus less the amounts withheld for taxes therefrom). You agree that, if you fail to pay such amount, the Company may recover such payment (or any portion thereof) from you by making deductions from your salary and/or any other sums owed to you by Halcón, as permitted by applicable law. In addition, any such amount that you have not repaid to the Company shall accrue interest at the prime rate, as set forth in The Wall Street Journal on the date of your termination of employment from Halcón. For avoidance of doubt, if your employment with Halcón terminates prior to the Vesting Date due to your death, your permanent disability, a decision by you to terminate for Good Reason, or a decision by Halcón to terminate without Cause, or for any other reason (other than a termination by you without Good Reason or a termination by Halcón for Cause), you will not be required to repay the Commitment Bonus, subject to the release of claims requirement set forth in Section 4.
  4. **Release of Claims.** Your retention of the Commitment Bonus on account of termination by you for Good Reason or a termination by Halcón without Cause shall be contingent on your executing and not revoking an agreement, in a form provided by the Company, granting a full release of all actual and potential claims you have or may have against (i) the Company and any parent, subsidiary, affiliated entity, joint venture, successor, predecessor, or assignee of the Company; (ii) the stockholders, officers, directors, employees, agents, representatives, and/or fiduciaries of the Company and of any parent, subsidiary, affiliated entity, joint venture, successor, predecessor, or assignee of the Company; and (iii) any persons acting by, through, under, or in concert with any of the persons or entities listed in clause (i) and/or clause (ii).
  5. **Termination for "Good Reason."** For purposes of this Agreement, "**Good Reason**" shall mean, subject to the notice and cure provisions below, any of the following actions if taken without your prior consent:
    - a. A material reduction in your base salary; or
    - b. A permanent relocation of your principal place of employment to any location outside of a fifty mile radius of the location from which you served Halcón immediately prior to the
-

relocation, provided such relocation is a material change in the geographic location at which you must provide services for purposes of Code Section 409A and the regulations thereunder.

To exercise the option to terminate employment for Good Reason, you must provide written notice to the Company of your belief that Good Reason exists within 60 days of the initial existence of the Good Reason condition, and that notice shall describe in reasonable detail the condition(s) believed to constitute Good Reason. The Company then shall have 30 days to remedy the Good Reason condition(s). If not remedied within that 30-day period or if the Company notifies you that it does not intend to cure such condition(s) before the end of that 30-day period, you may submit a notice of termination to the Company; provided, however, that the notice of termination invoking your option to terminate employment for Good Reason must be given no later than 100 days after the date the Good Reason condition first arose; otherwise, you are deemed to have accepted the condition(s), or the Company's correction of such condition(s), that may have given rise to the existence of Good Reason.

6. **Termination by Halcón for "Cause."** For purposes of this Agreement, "**Cause**" shall mean:

- a. The willful failure by you to perform your duties under your Employment Agreement with the Company dated June 1, 2012 (the "**Employment Agreement**") in any material respect (other than any such failure resulting from your incapacity due to physical or mental illness or disability) or the commission by you of an act of willful misconduct in any material respect with respect to Halcón; or
- b. The engaging by you in conduct which is demonstrably and materially injurious to Halcón; or
- c. The willful engaging, or failure to engage, by you in conduct which is in material violation of any term of your Employment Agreement, this Agreement, or the terms of any of Halcón's written policies and procedures; or
- d. Your breach of duty (other than inadvertent acts or omissions) to Halcón involving fraud, dishonesty, disloyalty, or a conflict of interest; or
- e. Your failure to cooperate with any investigation or inquiry authorized by Halcón or conducted by a governmental authority related to Halcón's business or your conduct; or
- f. Your conviction of, or entry of a plea agreement or consent decree or similar arrangement with respect to, any felony, any crime involving deceit, fraud, perjury or embezzlement, or any violation of federal or state securities laws.

For purposes of this Section 6, no act, or failure to act, shall be deemed "willful" unless done, or omitted to be done, by you not in good faith and without reasonable belief that your action or omission was in the best interest of Halcón.

Halcón may terminate your employment for Cause, but only after: (i) giving you written notice of the failure or conduct which the Company believes to constitute Cause; and (ii) with respect to elements (a) through (d) above, providing you a reasonable opportunity, and in no event more than 30 days, to cure such failure or conduct, unless the Company determines in its good faith judgment that such failure or conduct is not reasonably capable of being cured. In the event you do not cure the alleged failure or conduct within the time frame provided for such cure by the Company, the Company shall send you written notice specifying the effective date of termination. The failure by the Company to set forth in the notice referenced in this paragraph any fact or circumstance which contributes to a showing of Cause shall not waive any right of the Company to assert, or preclude the Company from asserting, such fact or circumstance in enforcing its rights hereunder.

7. **Confidentiality of Agreement.** You and the Company agree that the existence and terms of this Agreement shall be confidential. The Company and you specifically agree that they will neither now, nor at any time in the future, disclose or cause to be disclosed the existence or terms of this Agreement, except that disclosure may occur as follows:
- a. To employees of Halcón, but only to the limited extent necessary to perform the terms of this Agreement;
  - b. To your spouse or in connection with obtaining legal, financial, and/or tax advice regarding the terms, provisions, and effect of this Agreement;
  - c. As may be necessary in filing tax returns or SEC filings;
  - d. As may be necessary in connection with enforcing the terms and conditions of this Agreement as provided herein; and/or
  - e. As may be necessary in response to a valid subpoena or other lawful process and to comply with applicable law.
8. **Administration.** This Agreement shall be administered by the Company's Board of Directors, which has the absolute and unilateral right, power, and discretion to administer, interpret, construe, and construct the terms and provisions of this Agreement.
9. **Employee Benefits.** Nothing in this Agreement is intended to change any of the terms of any employee benefit plan sponsored and maintained by Halcón. In the event of a conflict between the terms of this Agreement and any of the aforementioned plans, the terms of the aforementioned plans shall control.
10. **Beneficiary.** Your beneficiary under this Agreement (your "**Beneficiary**" ) shall be your surviving spouse, or, if you have no surviving spouse, your estate. If you die before payment of benefits to which you are entitled under this Agreement, such benefits shall be paid to your Beneficiary.
11. **Compliance with Code § 409A.** To the maximum extent permitted by applicable law, amounts payable to you under this Agreement shall be made in reliance upon Treasury Regulation § 1.409A-1(b)(4) (with respect to short-term deferrals). The provisions of this Agreement are intended to comply with the applicable requirements of Code § 409A and shall be limited, construed, and interpreted in accordance with such intent.
12. **Assignment.** Your rights under this Agreement are personal in nature, and you may not assign this Agreement or your rights hereunder without the written consent of the Company, which consent may be withheld in the Company's sole discretion. The Company may assign this Agreement without your consent. Subject to the limitations set forth in this Section, this Agreement shall be binding upon and inure to the benefit of the parties and their heirs, personal representatives, successors, and assignees.
13. **Modifications.** This Agreement shall not be varied, altered, modified, canceled, changed, or in any way amended except by mutual written agreement of you and the Company.
14. **Severance of Terms.** If any provision of this Agreement is or may be held by a court or arbitrator of competent jurisdiction to be invalid, void, or unenforceable to any extent, the validity of the remaining parts, terms, or provisions of this Agreement shall not be affected thereby, and such illegal or invalid part, term, or provision shall be deemed not to be part of this Agreement. The remaining provisions shall nevertheless survive and continue in full force and effect without being invalidated in any way.

15. **Entire Agreement.** This Agreement sets forth the entire understanding between you and the Company with respect to the subject matter hereof and supersedes and replaces all prior communications, understandings and agreements between the parties, whether written or oral, express or implied, relating to the subject matter hereof.
16. **State Law.** This Agreement is made within the State of Texas. Therefore, except where preempted by federal law, this Agreement shall in all respects be interpreted, enforced, and governed under the laws of the State of Texas and shall in all cases be construed as a whole (according to its fair meaning, and not strictly for or against either of the parties). Subject to the terms of any arbitration agreement between the Company and you, any action seeking interpretation or enforcement of its terms may be maintained only in the state courts of Harris County, Texas without regard to where the cause of action arose.
17. **Counterparts.** This Agreement may be executed in counterparts, each of which shall be construed as an original for all purposes, but all of which taken together shall constitute one and the same Agreement.
18. **Titles.** The titles of Sections, Subsections, and Paragraphs in this Agreement are placed herein for convenience of reference only, and this Agreement is not to be construed by reference thereto.
19. **No Contract of Employment.** Nothing contained herein shall be construed to constitute a contract of employment between you and Halcón. Nothing contained herein shall be deemed to give you the right to be retained in the employ of Halcón, to be rehired by Halcón, or to interfere with the right of Halcón to discharge you at any time without regard to the effect such discharge might have on your right to receive benefits under this Agreement.

To accept this Agreement, please sign where indicated below, and return it on or before **11:59 P.M. on March 8, 2016** , to:

Halcón Resources Corporation  
Attn: Senior Vice President, Human Resources  
1000 Louisiana, Ste. 6700  
Houston, TX 77002  
E-mail: Lkasperek@halconresources.com

Sincerely,

HALCÓN RESOURCES CORPORATION

/s/ LEAH KASPAREK

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Leah Kasperek  
*Senior Vice President, Human Resources*

ACCEPTED AND AGREED AS OF THE DATE FIRST SET  
FORTH ABOVE:

/s/ DAVID S. ELKOURI

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David S. Elkouri

QuickLinks

[Exhibit 10.40](#)

**CERTIFICATION**

I, Floyd C. Wilson, certify that:

1. I have reviewed this Annual Report on Form 10-K/A of Halcón Resources Corporation;
2. Based on my knowledge, this report does not contain any untrue statement of a material fact or omit to state a material fact necessary to make the statements made, in light of the circumstances under which such statements were made, not misleading with respect to the period covered by this report;
3. Based on my knowledge, the financial statements, and other financial information included in this report, fairly present in all material respects the financial condition, results of operations and cash flows of the registrant as of, and for, the periods presented in this report;
4. The registrant's other certifying officer and I are responsible for establishing and maintaining disclosure controls and procedures (as defined in Exchange Act Rules 13a-15(e) and 15d-15(e)) and internal control over financial reporting (as defined in Exchange Act Rules 13a-15(f) and 15d-15(f)) for the registrant and have:
  - a. Designed such disclosure controls and procedures, or caused such disclosure controls and procedures to be designed under our supervision, to ensure that material information relating to the registrant, including its consolidated subsidiaries, is made known to us by others within those entities, particularly during the period in which this report is being prepared;
  - b. Designed such internal control over financial reporting, or caused such internal control over financial reporting to be designed under our supervision, to provide reasonable assurance regarding the reliability of financial reporting and the preparation of financial statements for external purposes in accordance with generally accepted accounting principles; and
  - c. Evaluated the effectiveness of the registrant's disclosure controls and procedures and presented in this report our conclusions about the effectiveness of the disclosure controls and procedures, as of the end of the period covered by this report based on such evaluation; and
  - d. Disclosed in this report any change in the registrant's internal control over financial reporting that occurred during the registrant's most recent fiscal quarter (the registrant's fourth fiscal quarter in the case of an annual report) that has materially affected, or is reasonably likely to materially affect, the registrant's internal control over financial reporting; and
5. The registrant's other certifying officer and I have disclosed, based on our most recent evaluation of internal control over financial reporting, to the registrant's auditors and the audit committee of registrant's board of directors (or persons performing the equivalent functions):
  - a. All significant deficiencies and material weaknesses in the design or operation of internal control over financial reporting which are reasonably likely to adversely affect the registrant's ability to record, process, summarize and report financial information; and
  - b. Any fraud, whether or not material, that involves management or other employees who have a significant role in the registrant's internal control over financial reporting.

Date: April 25, 2016

By: /s/ FLOYD C. WILSON

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Floyd C. Wilson  
*Chairman of the Board and Chief Executive Officer*

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QuickLinks

[Exhibit 31.1](#)

[CERTIFICATION](#)

**CERTIFICATION**

I, Mark J. Mize, certify that:

1. I have reviewed this Annual Report on Form 10-K/A of Halcón Resources Corporation;
2. Based on my knowledge, this report does not contain any untrue statement of a material fact or omit to state a material fact necessary to make the statements made, in light of the circumstances under which such statements were made, not misleading with respect to the period covered by this report;
3. Based on my knowledge, the financial statements, and other financial information included in this report, fairly present in all material respects the financial condition, results of operations and cash flows of the registrant as of, and for, the periods presented in this report;
4. The registrant's other certifying officer and I are responsible for establishing and maintaining disclosure controls and procedures (as defined in Exchange Act Rules 13a-15(e) and 15d-15(e)) and internal control over financial reporting (as defined in Exchange Act Rules 13a-15(f) and 15d-15(f)) for the registrant and have:
  - a. Designed such disclosure controls and procedures, or caused such disclosure controls and procedures to be designed under our supervision, to ensure that material information relating to the registrant, including its consolidated subsidiaries, is made known to us by others within those entities, particularly during the period in which this report is being prepared;
  - b. Designed such internal control over financial reporting, or caused such internal control over financial reporting to be designed under our supervision, to provide reasonable assurance regarding the reliability of financial reporting and the preparation of financial statements for external purposes in accordance with generally accepted accounting principles; and
  - c. Evaluated the effectiveness of the registrant's disclosure controls and procedures and presented in this report our conclusions about the effectiveness of the disclosure controls and procedures, as of the end of the period covered by this report based on such evaluation; and
  - d. Disclosed in this report any change in the registrant's internal control over financial reporting that occurred during the registrant's most recent fiscal quarter (the registrant's fourth fiscal quarter in the case of an annual report) that has materially affected, or is reasonably likely to materially affect, the registrant's internal control over financial reporting; and
5. The registrant's other certifying officer and I have disclosed, based on our most recent evaluation of internal control over financial reporting, to the registrant's auditors and the audit committee of registrant's board of directors (or persons performing the equivalent functions):
  - a. All significant deficiencies and material weaknesses in the design or operation of internal control over financial reporting which are reasonably likely to adversely affect the registrant's ability to record, process, summarize and report financial information; and
  - b. Any fraud, whether or not material, that involves management or other employees who have a significant role in the registrant's internal control over financial reporting.

Date: April 25, 2016

By: /s/ MARK J. MIZE

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Mark J. Mize  
*Executive Vice President, Chief Financial Officer and  
Treasurer*

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[Exhibit 31.2](#)

[CERTIFICATION](#)