

Annual Individual Performance Assessment

Name:	Martin Albertin	Line Manager:	Graham S. Vinson III
Job title:	geophysicist	Level:	F
Employee number:		SPU/Function:	GOM
		New joiner:	Y/N
		Period reviewed:	2010

Delivery against objectives

- 1 STOP card per week
- Take personable responsibility for safety in all environments I have control over (Parking Lot, Office, Home, Car) (got LED tail lights for all family bicycles)
- Bicycle Commuting twice a week (yes, on weeks where flooding didn't block the way)

Mid-year performance conversation

Marty has not delivered his goal of 1 card per week; however he has been the most intimately involved member of the team in the Macondo incident and I would consider this fulfilling the spirit of the HSSE agenda. My encouragement to Marty would be to continue to document all safety observations via STOP.

Year end assessment

Marty delivered 34 STOP cards in the 4th quarter, bringing his yearly total to 61. Marty is committed to his cycling to work program, cycling at least twice a week as weather permits. Marty has significantly "upped" his safety commitment both at work and home and is now a leading safety proponent in our team.

Core Competency: Deep Team Support

- Assure delivery of ETP compliant pressure forecasts for key GOMX and CDO wells
- SPA duties for Macondo appraisal – and relief wells
- Australia, Colombia, Indonesia, Brazil PPFG Support
- Support and Improve PressureBook
- PPFG Support work for lease sale evaluations
- 3D PPFG Toolkit development

Mid-year performance conversation

Marty delivered the Macondo well as the PPFG SPA. Macondo was an extremely challenging well and we as a company were well served to have Marty's expertise applied to this well. Since the beginning of the Macondo incident, Marty has been immersed with bp and government officials detailing all the PPFG techniques and products we use to deliver an exploration well. The fact both relief wells have experienced zero subsurface NPT speaks to the thoroughness/lessons learned Marty applied to the forecasts. If this incident had to happen, Marty is the person I would want to be involved in the day to day PPFG interpretations. Would be difficult to have asked more of Marty during this most difficult time. His performance speaks for itself – one heck of a commitment and job to get these well down. Marty has also assisted Randal Sant and Dave Derbecker in Columbia PPFG assessments. Marty completed an analysis of a long 2d line in South Australia to assist in prospectivity/lease sale opportunities.

Year end assessment

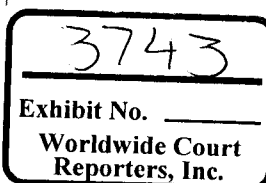
Innovation

- Son of Presgraf – pilot program to test-port basic Presgraf functionality into TecLog
- Apply "E-Learning" software to develop PPFG post-well web-based summaries

Mid-year performance conversation

Marty has written EXCEL based PWD time log analysis tools used exclusively to interpret MWD/LWD time data for max and min pressures wellbore was exposed. Marty continues to

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refine Pressurebook and 3D Overburden (supporting Hua Boi in salt thickness and water depth variations).

Year end assessment

Marty's E learning PPFG module has now been taken by 134 individuals globally, a testament to the quality of this offering and the recognition globally of his PPFG expertise. Marty continues to both develop new and advance the current group of tools and techniques we use on a daily basis to manipulate velocity for seismic and PPFG efforts. A key point for me is that after 8 years in his role in the Tiger Team, Marty continues to get "excited" to develop new ways of solving problems. His ability to conceptually frame a problem and develop a working solution in a quick time frame is unparalleled. He does this time and time again.

Appraisal Tiger Team Coach

- Support CDO Tiger Team PPFG Forecasting efforts
- Mentor, Hoa Bui
- Teach 21C PPFG course, Presgraf Course, GOM Essentials PPFG course
- Pressurebook Training
- SS&W Tiger Team Representative

Mid-year performance conversation

Marty participated in the following technical peer assists/reviews: Maddog – Thorse South – Subsalt velocity estimation EPT – Beaufort PPFG – Tiber VSP processing review – Maui PPFG review. Marty continues to be called upon heavily by PU/SPU's in need of PPFG and velocity expertise – he is in demand. Marty taught two sessions of 21st C PPFG (Houston – Alaska).

Year end assessment

I would estimate in the 2nd half of this year, Marty has devoted at least 30% of his time to supporting the appraisal Tiger Team on their PPFG forecasts and mentoring members of that team. The reality is Marty is a key member of the appraisal Tiger Team and their ability to deliver needed work products would not be possible without considerable effort from Marty.

Closer to home, Marty mentored Dave Derbecker in our work practices as Dave had expressed interest in working in the Tiger Team. Together, they have delivered the Derby PPFG seismic volumes which will be used in our well planning.

Marty has also supported the Beaufort team participating in a Beaufort PPFG peer review, the Thunderhorse team in evaluation of deep salt exit, and the Horn Mountain team in developing a PPFG forecast for a deep exploration extension.

This may be a strong statement, but Marty is the embodiment of what the Advisor program was intended to deliver. A significant portion of each day for Marty is devoted to improving the well performance of the GOM SPU and other global assets through his innovation and coaching of many individuals on the tools and techniques available to them. Awesome job Marty – always well done and appreciated.

5 External Reputation

- OTC Salt Archetypes Talk
- SEG SRW Subsalt Velocity Modelling Talk

Mid-year performance conversation

Marty and Bill delivered OTC Salt Archetypes talk – the revision and have been invited to deliver the talk at GSH.

Year end assessment

Another heavy year of external participation for Marty. Marty represents bp well in industry as he is sought out by the "heavy weights" to participate in key industry PPFG events. Marty is a gifted speaker that can be counted on to deliver a thought provoking first rate professional

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talk. Through Marty's external relationships and contributions, Bp is considered a leading PPFG practitioner in the successful delivery of complex wells.

Behaviours in support of delivery

Draw on the attributes of the Leadership Framework, Code of Conduct and other applicable Group Standards in assessing behaviour.

Review the key behavioural attributes (\pm two) which strongly contributed to this delivery and how these might be used to further enhance performance:

Mid-year performance conversation

Year end assessment

- **Drive Continuous Improvement** : Each and every day, Marty strives to improve upon our already vast array of PPFG tools and techniques. Marty has single-handedly developed a world class PPFG toolkit that allows bp to comprehensively interpret and forecast PPFG for many different basin geometries. Marty's work on Macondo and the incident highlight his desire to continue to search technically for new efficiencies in the way in which we analyze data and deliver solutions.

- **Standardize, Simplify, Reduce Complexity** – Marty has spent considerable effort in the delivery of our safety critical PressureBook software. Its global adoption has required Marty to standardize and quality assure all elements. This has been a large task that Marty is nearing successful completion.
- **Performance Bias** – Year on Year, Marty continues to be energized by our GOMX drilling performance track record and just does what it takes in his world of innovation to make sure we "squeeze" all we can from the data to make sure our geologic NPT events are scarce.

Review the key behavioural attributes (\pm two) that, had they been stronger, would have resulted in a higher level of delivery; discuss actions needed to develop these attributes:

Mid-year performance conversation

Year end assessment

- **Stronger prioritization of work projects** – An oldie but goody, Marty continues to be inundated with work requests from across the SPU and globally – just a reminder for Marty to prioritize and involve me when needed to sequence work projects.

Stronger prioritization of work projects – Marty will continue to be inundated with work requests and mentor needs. In 2010, I want to re-shape Marty's objectives to reflect the buckets of activity that are critical to the business delivery and then focus his delivery on just these high priority items.

Where behaviour has had an impact on performance, what is the action plan to address any issues?

Overall performance

Line manager:

Individual:

Mid-year performance conversation

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Performance

SPA PPFG delivery for Macondo and Relief wells

Recruiting

L&D

Taught 2 sessions of 21st C PPFG, co-author of OTC subsalt archetypes talk delivered in May 2010,

Technology

Developed EXCEL based tool to analyze MWd/LWD time files to scan PWD data for min – max pressure wellbore exposure.

HSSE

5 STOP cards to date, Macondo relief wells PPFG.

Coaching

Hua Boi, Bruce Wagner, Paul Mitchell, Dave Derbecker, and anyone that needs assistance in velocity/PPFG techniques

Assurance/Federal

Numerous SPU peer reviews, Beaufort PPFG peer review, South Australia velocity-PPFG work, Columbia PPFG work/assist.

Simply, Marty's first half of this year has been entirely devoted to the delivery of the Macondo exploration well and the subsequent relief well. Marty has participated in numerous industry and governmental reviews. His technical work as the PPFG SPA has been key to the successful drilling of the relief well with zero subsurface NPT. Could not have asked more of Marty in this time period. Simply excellent work. His ability to analyze a problem and report back to different interest groups in a calm and professional manner has certainly enhanced the reputation of bp with the government and national technical agencies. I personally would not have wanted to go into this incident without Marty on the point. Outstanding commitment and work.

Year end assessment

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Performance

PPFG SPA delivery on Macondo; Heavy assist on Kodiak appraisal PPFG, Rutile, Kaskida West, and Horn Mountain; hydrate interpretation on Truffles; USP to DDS conversion; delivering global tool Pressurebook to safety critical approved status, NPT lead Advisor

Recruiting

L&D

Taught 21st C PPFG, deliver external talks at SPE San Antonio and TGS, deliver Pressurebook article for GWPEN newsletter, Deepstar representative, Lead Advisor on NPT reduction project, developed and delivered multiple mini PPFG e-courses; Marty's weblearn course has been taken by 134 individuals from around the world.

Technology

Continued development and assurance of global Excel pressurebook PPFG tool; development of multiple fit for purpose pressure tools and techniques in both seismic velocity space and toolkit.

HSSE

61 STOP cards to date, cycles to work.

Coaching

Mentors multiple teams and individuals; Mike Mueller, Bruce Wagner, Dave Derbecker, Hoa Bui, Wally Worthington, Paul Mitchell - this mentorship has conservatively taken up 20% of Marty's time this year.

Assurance/Federal

Heavy support to appraisal Tiger Team; Beaufort PPFG peer review; Thunderhorse eval of deep salt exit; Horn Mountain PPFG support; Advisor NPT project; Lookahead VSP talk at PPFG San Antonio SPE workshop; PPFG uncertainty talk at same; Pressurebook GWPEN newsletter article; subsalt Archetypes talk at GSH Tech breakfast; Co-editor AAPG PPFG reprints; Pressurebook

Team Leader Summary:

Marty once again exceeded expectations in his delivery against his objectives with

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respect to GOMx and GOMd Tiger Team support, HSSE, Technology/Innovation, Mentorship, and External reputation. Last year, I commented at year end *"Marty and I have been together a very long time and even after all these years, Marty's professional dedication to his science, his willingness to selflessly give of his time to make those around him better, and his desire to improve the reputation of bp externally are in my opinion attributes that set Marty apart from most staff"*. In 2009, the same comments still apply. There was not a single exploration or appraisal well planned or drilled in 2009 that did not have Marty's imprint on it either as a PPFG consultant or SPA. The continued top quartile drilling performance for GOMX, in my opinion driven by the near zero geoscience NPT well on well, is a direct result of the continued innovations and insights Marty provides each and every day.

Marty continues to be a key technology driver, continually improving our ability to standardize and forecast pressure through the development of as needed tools and techniques. This year, Marty has worked hard to deliver our Pressure Workbook to safety critical software compliance. This has certainly been no easy task as it has required Marty to simplify interfaces and incorporate many suggestions and improvements from the growing population of global users. Marty does not sit idly by and wait for the solution be given to him; he takes the lead and drives the solution, even if the path is difficult and the resistance intense, as Pressurebook compliance has been.

2010 required a huge commitment from Marty to deliver PPFG training. Marty once again stepped up and taught multiple sessions of the 21st C PPFG course, numerous sessions of his mini PPFG course, and his e-learning PPFG offering has now been taken by 134 folks from across the globe. Just simply Advisor Albertin doing what he does best, making those around him better which makes bp better.

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Annual individual performance rating [BE, ME, , E]

Record the individual performance rating once calibrated and finalised.

At a minimum, compliance with the Code of Conduct, Leadership Framework (for FLLs and above) and other applicable Group Standards is required to be rated at ME or above.

Dates:

Objectives set:2/2009 **Mid-year conversation:**7/2009

Year-end assessment:2/2010

E-Signature **E-Signature**.....
(Individual) (Line manager)

Once you have completed the form please save a copy to your computer, and at the end of the year:

UK – Your Line Manager should email this form to the myHR Service Centre, Glasgow at hrrsupport.eur@exult.net, copying you on the email. This form will then be recorded as complete on PeopleSoft (the HR system of record)

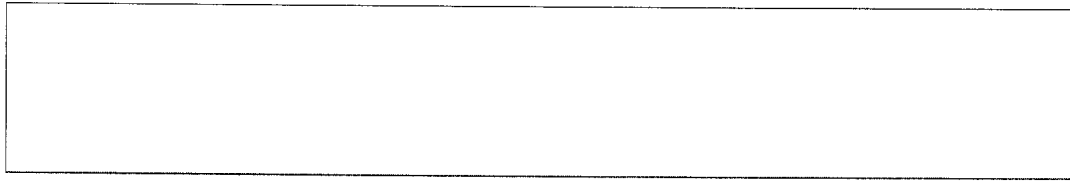
US – Contact your HR Manager to confirm where the form should be directed

MOW – Refer to your Line Manager and / or HR manager to confirm your country specific practice

Appendix A - Development

Use this space to record in-year development plans and actions to support the achievement of the objectives listed above

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Note: The PDP form should be used to record development plans and career aspirations for the future. The PDP form can be downloaded from:
http://onehr.bpweb.bp.com/CYP/en/onehr_learning_global/Personal_development_planning.aspx

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