

Annual Individual Performance Assessment

Name: [REDACTED]		Line Manager: John Guide	
Job title: Well Site Leader	Level: G	SPU/Function: Deepwater Gulf of Mexico	
Employee number:	New joiner: N	Period reviewed: January – December, 2009	

Delivery against objectives

1. Deliver HSE Performance & Zero Incident Culture

Participate and Champion the rig site Safety Management System with the overall objective to strengthen the Safety Culture on the rig site.

- Conduct one SOC per day. Document 4 quality SOC's per two-week hitch.
- Conduct one audit type review per hitch- (e.g. 3rd party JSEA to TOI SMS, Control of work audit, Environmental, BP self-audit for OMS, etc)
- Elevate BP third party contractor involvement in Transocean's Safety Management System.

Mid-year performance conversation

The first half of 2009 I was assigned to the Deep Gas group drilling the "Will K #1 well where I documented 29 SOC's in Traction and 26 "Stop Observations" within the Rowan SMS. I reviewed all the 3rd party JSSEA's and Permits to work during my hitch on the Bob Palmer. I was a member of a team each hitch comprised of both 3rd party and Rowan personnel which conducted a "Hazard Hunt". All service hands were required to participate and all did with a great deal of quality input.

Year end assessment

After completion of the Will K well I was assigned to the Horizon. I worked 5 two week hitches on the Horizon where I documented 12 SOC's. I worked nights only the first three hitches during a rig orientation period. I have completed two audits for TOI within there system.
All the 3rd party personnel work within the TOI permit to work system which must be in place prior to starting any work.

2. Operational Performance

Maintain the Performance Culture of the Deepwater Horizon

- Deliver each well drilled within AFE estimates of time and cost.
- Demonstrate commitment to Continuous Improvement
- Demonstrate ability to efficiently recover from unplanned events.

Mid-year performance conversation

The Will K well was completed over the AFE time/cost due to no fault of the rig team. There were many "unplanned events" which I shall not try to cover here.

Year end assessment

The Horizon was drilling the "Tiber" well when I was assigned to this group and then moved to the Kodiak II. I worked with Weatherford to insure their shop has and uses a call out card with all the necessary information for rigging up their tools. This was done due to there was a casing spider support bushing left off of a tool shipment to run the 13 3/8" casing.

The only other unplanned event during my hitch was sticking the 18" casing on the Kodiak well where we had to de-ballast the rig in order to lay out a joint of casing. The joint was laid out and the casing was pulled free. Afterwards we pulled all the casing out and re-ran under reamers to open the hole. The casing was then run to planned TD without further problems.

3. Every Dollar Counts and Simplification

Monitor cost with a focus for cost efficiencies within rig operations.

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EXHIBIT

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WIT: _____

- Demonstrate a reduction in spread rate of services (exclude rig day rate and logistics).
- Contribute to the simplification agenda with at least 3 ideas a year that are implemented within the WSL sphere of influence.

Mid-year performance conversation

During drilling the Will K well we kept all the short notice tools and personnel to a minimal. All the invoices were double checked to insure bp was properly billed. All the service providers were contacted with almost all of them agreeing to suspend rental and day rates during those times tools were standing by on the rig and not in use. There was a no rate during severe weather from almost all of our vendors.

Year end assessment

As stated above, I only worked two "day man" hitches in 2009 and thus I haven't contributed much on the Horizon in line with this section.

4. Behaviours, Development and Leadership Model

Demonstrate commitment to BP's leadership model.

- Support the skill-set advancement of personnel on the rig site.
- Attend at least one self development course per year and 90% compliance with VTA requirements.

Mid-year performance conversation

During the Will K well I think I demonstrated the Leadership Framework expectations in all four categories.

Year end assessment

After being assigned to the Horizon I feel as if I have not lost sight of those same values. I did not attend any self development courses during 2009 but I have studied and work to apply those standards outlined in the bp Leadership framework. I have completed all but one required training in the VTA for 2009 (Defensive driving) which I will complete this first quarter of 2010.

5. Beyond the Base Plan

- Make one significant contribution to influence greater D & C organisation.

Mid-year performance conversation

Year end assessment

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

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Energize People	Value Expertise
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

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

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Overall performance

Line manager	Individual
Mid-year performance conversation	
<ul style="list-style-type: none"> Earl was a clear HSE leader on the Bob Palmer rig evidenced by his leading during safety meetings and his persistent walking around the rig engaging crews. The rig had 0 recordables from Oct. 15, 2008 until the rig was released June 24, 2009. Will K was drilled below the AFE TD of 27,150' down to 28,404'. The ability to drill deeper was largely in part due to the ability to mitigate the effects of downhole circulating temperatures on the fluid hydraulics. This work required finite attention to detail in every procedure that was conducted. Earl's countless hours on the rig floor ensured the well reaching TD. He also summarised his learnings and submitted to Kurt Andres for inclusion in the Will K end of well report <p>Earl gets much respect from the rig personnel through his constant communication with all members of the rig team. He can tell you a little about everyone who spends more than 2 hitches on the rig.</p>	
Year end assessment	
<p>Since joining the Horizon team, Earl has been a key/critical factor in it's success in 2009. His contribution and influence on the following results has been significant:</p> <ul style="list-style-type: none"> - One well completed under AFE funding. 	

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- The well set numerous Bp and industry operational records.
- 6 years without a Lost Time Incident for the Transocean rig.

Earl is extremely respected by both the office and rig site personnel. I appreciate his efforts in dealing with both the office and field based staff.

I look forward to Earl's support in 2010

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

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:..... **Mid-year conversation:**..... **Year-end assessment:**.....

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 hrsupport.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

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

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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