CONFIDENTIAL

- A candidate for Aberdeen Wells Director
- Probably best development opportunity would have been COE but that is not happening.

LATEST. JAN. 09

① 50/50 Chance Marty's job could open up in a year or so, so we need to maximize your development here
② Possible that Foreman in a couple of years option after current 3 year stint? stay longer or move?
Needs direction.

PDP: Ian Little

bp

My Personal Development Goals:

Short Term (1-2 years)

- Continue as the E&A Wells Manager in the GOM
- GOM Wells Director
- Wells VP North Sea
- EPT D&C VP – Houston or Sunbury

Mid Term (3-6 years)

- Wells Director GOM
- Wells VP North Sea
- EPT D&C VP

Long Term (>6 years)

- D&C VP

Personal Data

Job Title:	Wells Manager
Employee Number:	662598
Date into current job:	4-June-07
Level& date into level:	E (1-October-01)
Team Leader:	Harry Thierens
Stream/BU/Function:	E&P/GOM
Team/Work Group:	D&C
Location:	Houston, USA
Date PDP Agreed:	Aug 2009

Employment History

2007-present Wells Manager BP GOM E&A, Houston
2003-2007 Wells Manager BP Egypt, Cairo
2001-2003 Wells Manager DBU, Aberdeen
1999-2001 Wells Manager CNS, Aberdeen
1997-1999 Drilling Manpower Manager, Houston
1995-1997 Drilling Superintendent, Egypt-Nile Delta
1993-1995 Drilling Manager, Netherlands
1990-1993 Chief Drilling Engineer, Netherlands
1989-1990 HPHT Drilling Engineer, London
1988-1989 Rotational DE, Denmark, Netherands, Congo
1981-1988 WSL, DE, PE, Aberdeen

Education / Training Completed

Bsc Hons (2/1), Civil Engineering,Strathclyde University. Graduated 1981.
Accelerated Development Program at London Business School in 2001.

Personal Preferences / Limitations

My preference is to stay in Houston beyond my current assignment to allow my oldest son to complete High School – 2013. I would also be willing to switch to US payroll and continue career in the US. If this is not possible I would like to move back to Aberdeen in 2010 for child education stability.

Current Competencies, Skills, Knowledge, Experience

Technical Core skills and experience in wells management and performance. Very strong D&C technical and operational skills, particularly HPHT. Recognised Safety Leader.

Business Good understanding of business environment and strategy. Track record of delivery. Deep understanding of BP D&C strategy and implementation.

Behavioural Good skills in decision making, open thinking, personal impact, and multi discipline team working.

Leadership Demonstrated ability to motivate teams to high performance. Good communicator of key messages.

Development Needs for Current Job and Future Goals.

Continue to deepen Deepwater and HPHT Engineering and Operations Competencies
Broaden leadership experience and exposure to Senior Management.

2009 Development Action Plan:

Continue to be a key player in the DW GOM team – help build a world class D&C team
Share E&A best practices – Wider GOM impact, Exploration COE, Wider World
Managing Essentials Training – Effective Teamworking (Oct 2009)
Enrolled on D&C Leadership Mastery in 2010 (March Sept)

Updated (Sep 2009)

School – 1st YR High School – NEED 3 YRS
Stay here 1 3yrs
WON'T BOTHER KIDS – Sunbury or N. Sea. / Willing to go Flexible for a couple of years. Family stay here be works overseas

Exhibit No. 7089
Worldwide Court Reporters, Inc.

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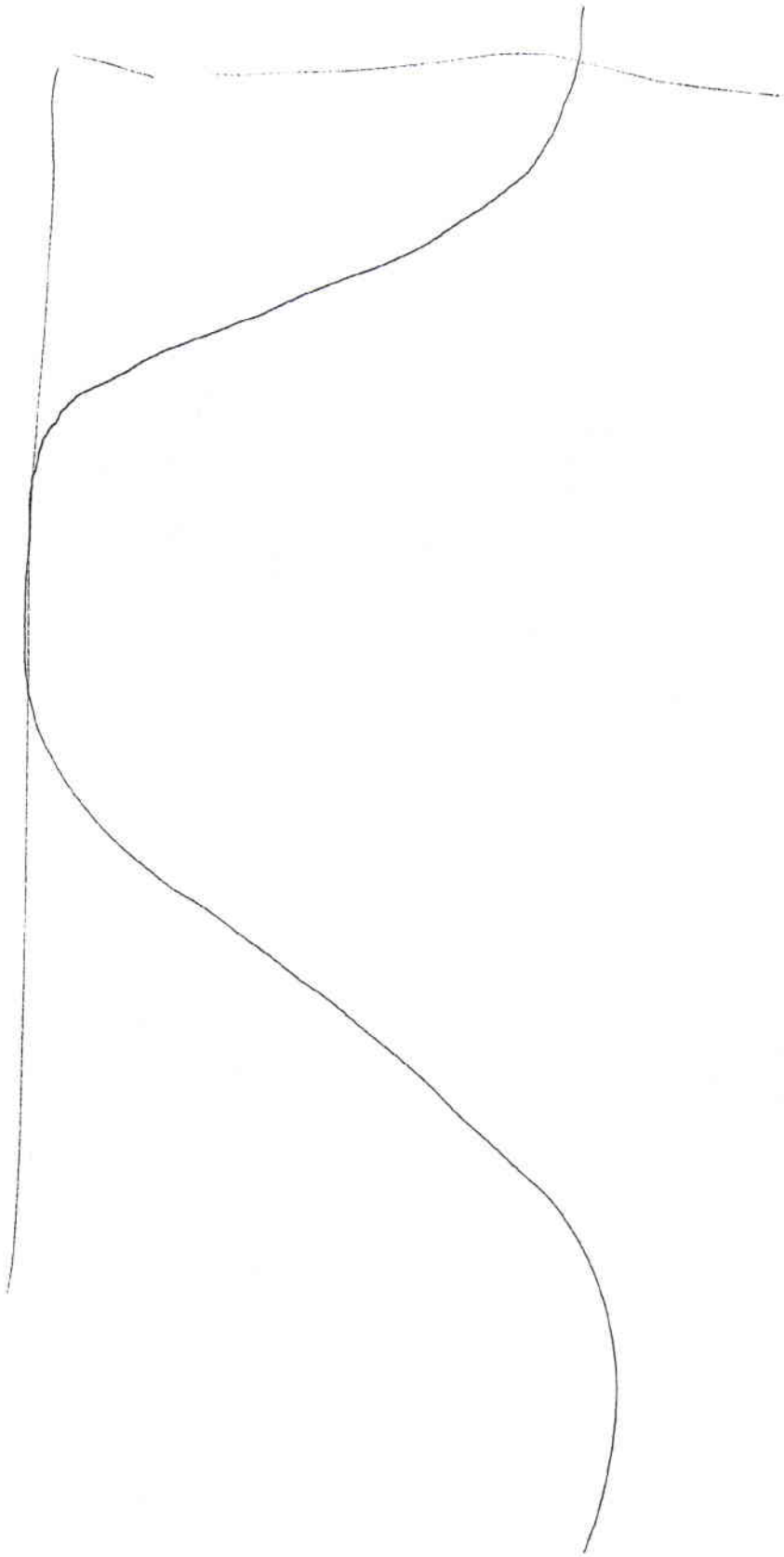

Annual Individual Performance Assessment

Name: Ian Little		**Line Manager: Harry Thierens**
Job title: Wells Manager E&A	**Level: E**	**SPU/Function:** GOM DW
Employee number: 662598	**New joiner: N**	**Period reviewed: 2009**

Delivery against objectives

1. HSE

Implement 2009 wells HSE agenda and fully engage E&A rig teams in continuous safety improvement plans:

- Improve Recordable Injury Frequency vs 08 actual (6 recordables)
- D&C and SPU HSE Steering Committee member, with accountability for D&C Dropped Objects focus area

Fully implement new DWOP and perform gap assessment to new ETP's

Mid-year performance conversation

Their have been 2 recordables so far this year, both on the Horizon. I made personal intervention to get Transocean to recognise that their was an issue with safety leadership on the rig. Transocean have replaced one of the OIM's and tightened their application of their SMS. This seems to be working. Will keep the focus on this. In addition Transocean are going to change the Rig Manager. The Bob Palmer safety performance has been excellent and the rig release was managed safely.

I have participated actively in the SPU and D&C steering committees, making suggestions as to how to improve the process. We have transitioned the Dropped Objects focus into the Steering Committee and have made the Contractor accountable for developing their plan and delivering on this. Overall Dropped Objects increased in Jan/Feb, but since then the number has been declining.

We have conducted a gap analysis in E&A against the new DWOP. Now forming the action plans to close out gaps and have transferred our learning's to the wider D&C team.

Year end assessment

We ended the year with 3 recordable injuries. The additional incident occurred on the Marianas after it started working in E&A on the Macondo well. Performance on the Horizon has been outstanding since the intervention I initiated at the end of 1Q. The culture on the rig is now better, with Transocean finally taking the lead, after some key personnel changes.

2. Performance

Deliver DD/10k target for Exploration and Appraisal wells as per GFO-1:

	Plan	***Actual***
Puma 4	53	27
Tiber	63	48 (to Cretaceous)
Wil K	109	113
Overall DD/10K target:	77	71

Manage changes to the rig schedule to ensure performance stays on track.

Influence Devon to deliver Kaskida WB objectives

Mid-year performance conversation

Puma 4 was delivered at 27 DD/10k and in the top quartile. This was the best well drilled in the Puma area and delivered on all the key subsurface objectives.

Tiber through the Primary target (Paleogene) was delivered at 35 DD/10k – Top quartile performance. In addition we have penetrated the Cretaceous.

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Wil K was delivered at 113 DD/10k through the original target depth. The Well was then deepened at Exploration team request. The well was finally suspended after running out of kick tolerance. We achieved all of the objectives for the well, including coring and logging in the hottest well ever drilled by BP. The delivery of the Wil K well, although behind plan, was a technically an outstanding achievement, with many firsts for BP in the GOM and worldwide.

We have successfully influenced Devon to get the well to the base of the salt. Without our support they would not have reached this depth. We continue to have to push to get them to stay on track. The challenge is to continue to do this through to TD – still a major challenge.

Year end assessment

We finished the year delivering a 10% improvement versus plan. All wells in the plan were delivered as were all objectives, in addition significant extra scope was also added and the majority of that scope also delivered at top quartile performance. Tiber ended up being the deepest well ever drilled by BP and was the deepest oil and gas well ever drilled at the time. At the end of the year we had also progressed Kodiak 2 ahead of plan and the well ended up being delivered at top quartile performance, in January 2010. The only challenge encountered was on Macondo, which was added scope with the Marianas rig. The well was on track, until issues were encountered with the BOP and then the rig suffered significant damage from Hurricane Ida. This led to the well being suspended and pushed into 2010.

3. CIP: NPT

Drive continuous D&C performance improvement and consistency of program delivery – all wells delivered on time. Focus on:

- Rig execution excellence – refresh Technical Limit
- Rigorous and standardized well planning – proved adequate well planning time and resources
  - Reduce NPT by 10% (focus on downhole tools, rig NPT and shallow hazards)
  - Reduce DD/10K by 5% (except Wil K)
  - Deliver wells at first or second quartile performance (except Wil K)

Mid-year performance conversation

We have implemented the Best of the Best approach on the Horizon and this has helped to deliver outstanding performance to date:

NPT is currently 23% versus 26% in 08
DD/10 are substantially lower to date than plan
Puma 4 and Tiber on track to top quartile

Year end assessment

We ended the year with NPT of 26% - more than 105 lower than 2009
DD/10K improved by over 10% - including Wil K.
All wells were delivered at top quartile performance.

4. CIP: Costs

Lead the cost focus area for D&C:

- Implement the new NAWSS contracts to deliver predicted costs savings
- Target next tier suppliers to reduce costs – target 10% reduction
- Rental tool initiative – target 10% savings
- Equipment Standardisation – develop plan

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Foster culture of every $ counts - aim to deliver wells at 10% under AFE (except Wil K)

Mid-year performance conversation

We are on track to deliver more the $70 mm in cost savings by the end of the year – successfully putting in place the new contracts and ensuring that we deliver savings. The rental tool initiative is up and running and delivering. We have also influenced the every dollar counts philosophy across the operations teams and are tracking the cost savings.

Year end assessment

At the end of the year it is estimated that in excess of $100mm was saved in D&C as a result of the new contracts and the rental tool initiative and within E&A I have embedded the culture of every $ counts.

5. People and Exploration COE

- Implement 2009 wells People agenda
- Build Western Hemisphere Exploration Centre of Excellence
  - Keep Columbia offshore Exploration plan on track for delvery and build relationships with Colombia Exploration Team
  - Keep Canadian Arctic offshore Exploration Plan on track for delivery and build relationships with Canadian Arctic Exploration Tea,

Mid-year performance conversation

Exploration CoE not progressing due to issues with Senior Leadership, however we are keeping the Columbia well progressing and meeting the major milestones.

Year end assessment

The CoE was not progressed by leadership, however the Columbia well preparations were progressed with support from the GoM.

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 (± two) which strongly contributed to this delivery and how these might be used to further enhance performance:

Mid-year performance conversation	Year end assessment
I continue to lead from the front to energise the team to deliver top quartile performance. The team is working well both internally and with the Asset teams.	Drilling performance in E&A continues to improve and I believe my leadership and drive for continuous improvement has been a key part of this.

Review the key behavioural attributes (± 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
We need to be clearer on the decision making behind the rig schedule – there is still a lack of ownership at the Asset level. I have been meeting with Fergus, Dave and the Asset Managers to improve this, and will continue to do that.	Communications have improved, and the VP's have been complimentary of my efforts to communicate up, down and across. There are still challenges with the rig schedule, as this is still quite a dynamic process due to the nature of exploration and appraisal – this will continue to be a challenge.

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Overall performance

Mid-year performance conversation	
	I am very pleased with progress so far this year. E&A Performance continues to improve and this has been recognised externally, at the D&C conference and beyond. I think my leadership and the way we work in E&A is a major factor in the delivery of this performance.
Year end assessment	
	This has been an excellent year for the E&A Team and for me personally. I feel I have grown as a leader, and I have made a significant contribution to the success of the GoM SPU. We have consistently over the last two years delivered top quartile performance in both Exploration and Appraisal wells, and have the people, process and culture embedded to continue with that performance level. Key Personal Achievements are: **Safety:** I intervened to bring about a step change in safety culture on the Horizon rig. **People:** I mentored one of my WTL's who had previously been seen as a maverick and is now recognized as one of the top performers in that peer group. **Performance:** I have focussed on ensuring that we are fully integrated with the subsurface and tiger teams to drive continuous improvement and top quartile drilling performance.

Annual individual performance rating *(BE, ME, EE, 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:..... **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

Use this space to record in-year development plans and actions to support the

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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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