

**DRAFT 2008 Performance Contract**  
**Cindi Skelton, OMS/IM Program Manager, Gulf of Mexico**

	2007	2008 Base Plan	2008 <sup>1</sup> CIP
<b>Part 1:</b>			
<b>Delivering S&amp;OI</b>			
Delivering the 6 Point Plan / OMS	As per annual plan		
<b>Part 2:</b>			
<b>Delivering the base plan</b>			
<b>Financials</b>			
Total Capex, \$m	0	0	
Memo: D&C Capital, \$m	0	0	
Total Cash Costs, \$m *	9	8	-0.2
Memo: Operating Cost, \$m	9	8	
Memo: Revex, \$m	0	0	
<b>Other Key Metrics</b>			
Human resources*			
Total BP Staff	42	25	
Expatriates embedded in Total BP Staff	1	1	
Contractors	3	3	

\* Headcount and associated P&O estimated Jan 2008; TBC in Mar 2008

**Part 3:**  
**Demonstrating progress beyond the base plan – Continuous Improvement Plan**

Deliver the above CIP metrics through:

- Complete OMS gap closure plans for Phase 1 Sub-Element in 6 assets and begin deployment phase of implementation
- Embed a culture of "every dollar matters by zero basing Houston based PU teams and responding decisively to the Ziff Benchmark study to create the path to top Quartile Field Lifting Costs.
- Drive clarity, line of sight and Asset ownership of remaining IM standard implementation action/activities that will assure SPU compliance by YE 2008
- Lead development of team continuous improvement plan to inspire high program quality, rigor and improved cycle time of IM activities enabling Assets to maximize run of "perfect operating days and deliver the activity on budget.

**Part 4:**

**Exhibiting leadership in the areas of: delivery of continuous improvement, silent running operations, bias for standardisation and a bias for pragmatic decision making.**

Demonstrate personal leadership in delivery of the SPU transformation plan with a focus on:

- SPU safety improvement plan
- Bring intensity and rigor to performance management and act decisively to deliver performance informed by the right KPI's
- Take action to create a culture of every \$ matters
- Energize the work force by deeply connecting with the frontline, reducing complexity and create a culture of continuous improvement

<sup>1</sup> *Selected relevant metrics and milestones for each IPC*

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VP Production – R. Morrison

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OMS/IM Program Manager – C. Skelton