

Annual Individual Performance Assessment

Name:	Mark E. Hafle	Line Manager:	David Sims
Job title:	Drilling Engineer	Level:	F
Employee number:	*** ** 7658	SPU/Function:	DW GoM
		New joiner:	N
		Period reviewed:	2009

Delivery against objectives

1. HSSE

- Compliance with BP policies and dispensations 100%
- HSE Training 95% complete
- STOP program participation 2 cards/month

Mid-year performance conversation - HSSE

On track to deliver the HSSE personal objectives. 2 CBT classes due by Dec 31, 2009.

Year end assessment - HSSE

Compliant with all BP policies and dispensations.
Initiated multiple MOC's through the Bizflow system, and assisted others in the E&A group as required.
All HSE training 100%. Well Control and Water Survival are current and up to date.
Actively participated in STOP program and safety discussions during the year. Completed on average 1 quality STOP card per month.

2. Performance

- Complete the Puma 4 well in under 30 days/10k.
- Complete the Macondo well planning for a possible June spud with the Marianas
- Complete the Macondo well in under 45 d/10k with NPT < 25%
- Complete one proposal for NPT reduction on the DW Horizon operation.
- Work at least one cost savings idea to completion.
- Challenge well designs and drive continuous improvement by participating in at least one peer review.
- Support the ongoing work on TAM's and the PL/PST tool.
- Support Rutile well planning and partner operated well reviews as required.

Mid-year performance conversation - Performance

Midyear updates for each objective shown below.

- Complete the Puma 4 well in under 30 days/10k.
- Done. Final performance: 26.6 days/10k
- Complete the Macondo well planning for a possible June spud with the Marianas
- Rig Schedule change pushed spud back to Oct. Planning ready for spud
- Complete the Macondo well in under 45 d/10k with NPT < 25%
- Complete one proposal for NPT reduction on the DW Horizon operation.
- Planning for no Cement NPT (Shoe Squeezes) for Macondo (on/Marianas)
- Work at least one cost savings idea to completion.
- Working Bit / UR project with Hughes for Macondo
- Challenge well designs and drive continuous improvement by participating in at least one peer review.
- Have participated in Kodiak and Thunderhorse peer assists
- Support the ongoing work on TAM's and the PL/PST tool.
- Support Rutile well planning and partner operated well reviews as required.
- Supported Brian, until well cancelled

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Exhibit No. _____
Worldwide Court
Reporters, Inc.

Delay in Macondo spud may push the finish of the well into 2010.

Year-end assessment - Performance

- Complete the Puma 4 well in under 30 days/10k.
- Done. Final performance: 26.6 days/10k
- Complete the Macondo well planning for a possible June spud with the Marianas
- Rig Schedule change pushed spud back to Oct. Spud well with Marianas after rig was stacked for two months to avoid peak of GoM hurricane season. Successfully set first 4 strings before late season Hurricane Ida inflicted damage to the rig, forcing shipyard repair time. Rig was released after contract expired in Dec. 2009. Performance was ahead of AFE when BOP and Hurricane repair time removed. Planning for restart of well in 1Q10 with DW Horizon.
- Complete the Macondo well in under 45 d/10k with NPT < 25%
- Ongoing. Will finish well in 1Q2010
- Complete one proposal for NPT reduction on the DW Horizon operation.
- Planning for no Cement NPT (Shoe Squeezes) for Macondo (on Marianas)
- Squeezed 22" casing shoe due to low LOT. Casing set with possible sand on bottom. Squeeze did not improve LOT.
- Work at least one cost savings idea to completion.
- Working Bit / UR project with Hughes for Macondo
- Ongoing. To date, one hole section done. Bit / UR combination deal with Hughes working so far. I have specifically been checking invoices to insure agreed rates are being applied through invoicing process. Estimated savings for the well to be ~\$500,000
- Also supported the Fast-Drill method for the riserless sections on Macondo. Significant savings by reducing volume of pump and dump mud. Estimated savings \$250,000+.
- Challenge well designs and drive continuous improvement by participating in at least one peer review.
- Have participated in Kodiak and Thunderhorse peer assists
- No other peer review invitations
- Support the ongoing work on TAM's and the PI/PST tool.
- Supported TAMS for Rutile and Moccasin(Cloudbreak)
- Support Rutile well planning and partner operated well reviews as required.
- Supported Brian, until well cancelled
- Took on additional responsibility to review all Macondo invoices forwarded from project services. I focused on the Allis-Chalmers rental tools and pipe, and Baker Hughes bit/UR invoices for accuracy. Found errors amounting to over \$60k to date.
- Worked with regulatory group on kicking off the air permitting process for drilling program involving leases in the Florida waters of the GoM. Presented the drilling planning process to the Atlanta EPA team involved in writing permits.

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3. Technology

- Support the Transocean field trial of the Dual Gradient technology (CAPM) implementation on the DW Enterprise.
- Evaluate one additional new technology for use on GoM E&A wells (e.g. liner hangers, UR, surge reduction)
- Present lessons learned or new technology in at least one team staff meeting.

Mid-year performance conversation: Technology

Midyear updates for each objective shown below.

- Support the Transocean field trial of the Dual Gradient technology (CAPM) implementation on the DW Enterprise.
- CAPM project on hold
- Evaluate one additional new technology for use on GoM E&A wells (e.g. liner hangers, UR, surge reduction)
- Investigated using Weatherford Monobore expandable for Macondo. Cost and time disadvantages over conventional expandable.
- Present lessons learned or new technology in at least one team staff meeting.

Year end assessment

- Support the Transocean field trial of the Dual Gradient technology (CAPM) implementation on the DW Enterprise.
- CAPM project on hold. No additional work on this project
- Evaluate one additional new technology for use on GoM E&A wells (e.g. liner hangers, UR, surge reduction)
- Investigated using Weatherford Monobore expandable for Macondo. Cost and time disadvantages over conventional expandable.
- Continued to follow status of wired pipe technology. Recent success on the Atlantis project with wired pipe string and related tools suggests this technology will be implemented on rigs in the near future. Support this transition on the exploration rigs.
- Present lessons learned or new technology in at least one team staff meeting.
- Participated in the discussion but did not present myself.

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4. People

- Complete at least one training class on the Landmark well planning software: COMPASS, CASING SEAT, STRESSCHECK, WELLPLAN
- Mentor and coach project drilling engineer(s) during the planning of Rutile and Macondo as required.
- Mentor and coach E&A challenge engineers and/or 10th floor engineers as required.

Mid-year performance conversation - People

Midyear updates for each objective shown below.

- Complete at least one training class on the Landmark well planning software: COMPASS, CASING SEAT, STRESSCHECK, WELLPLAN
- WELLPLAN overview training attended. Plan to attend session Brian is organizing later in the year specific for DW Drilling group.
- Attended the Lost Circulation Mastery Class, EPT sponsored
- Mentor and coach project drilling engineer(s) during the planning of Rutile and Macondo as required.
- Ongoing.
- Mentor and coach E&A challenge engineers and/or 10th floor engineers as required.
- Ongoing. Have worked to get Alex some valuable work.
- Other: Industry support: Participated in Elementary career day at Wood Creek Elementary
- Other: Participated in DWOP gap analysis to new D&C ETP

Year-end assessment - People

- Complete at least one training class on the Landmark well planning software: COMPASS, CASING SEAT, STRESSCHECK, WELLPLAN
- *WELLPLAN overview training attended. Attended training session specific for DW Drilling group.*
- *Attended the Lost Circulation Mastery Class, EPT sponsored*
- Attended Backbone familiarization and user training classes to support rollout on DW Horizon
- Mentor and coach project drilling engineer(s) during the planning of Rutile and Macondo as required.
- *Ongoing. Rutile was cancelled. Working with Brian on Gila, Rodolfo on Derby, and Alex on Hyperion.*
- Mentor and coach E&A challenge engineers and/or 10th floor engineers as required.
- *Ongoing. As above*
- *Other: Industry support: Participated in Elementary career day at Wood Creek Elementary*
- *Other: Participated in DWOP gap analysis to new D&C ETP*
- Organized and implemented a rig site, crew engagement meeting, team building session for the Marianas crews working Macondo well. The "Texas Hold'em" tournament setup worked well for crew engagement with a new team from the office.

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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 (1-2) which strongly contributed to this delivery and how these might be used to further enhance performance.

Mid-year performance conversation

Year end assessment

Deliver Results. Actively managed day to day risks and drive continuous improvement while drilling Puma 4. Top quartile performance results.

Act decisively: Made critical decisions during operations and planning stages to support delivery of objectives.

Deliver Results. Actively managed day to day risks and drive continuous improvement while drilling Puma 4. Top quartile performance results.

Macondo performance for riserless section was top quartile. Utilized Fast-Drill method to minimize PAD mud usage.

Act decisively: Made critical decisions during operations and planning stages to support delivery of objectives.

Spoke up several times during the year to challenge direction and decisions around regulatory interpretations.

Review the key behavioural attributes (1-2) 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

Energize People: Be more positive and less cynical during discussions especially with younger staff.

Value Expertise: Spend more time developing the younger engineers through coaching and mentoring opportunities.

Energize People: I feel I was much more positive this year, trying not to be cynical, and pointing out that trait when involved in a conversation where that behaviour was being displayed.

Since our team has several younger members, it is important to maintain a positive, energized atmosphere, even when things seem to be heading in the wrong direction.

Have had good coaching sessions with those assigned to me, and have given sound and honest feedback on their performance.

Value Expertise: Have spent a large portion of the year working with younger members of the team who each have varied levels of experience.

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	Have challenged both the younger members as well as myself to learn more about the Landmark engineering software and EDM / Openwells applications.
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Where do you feel you had an impact on performance, what is the action plan to address any issues?

No issues

Overall performance

Manager: [Name] Performance: [Rating] Individual: [Name]

Mid-year performance conversation

A good start to the year with the excellent final performance on Puma 4. On track to meet expectations for 2009.

Year end assessment

Mark had a great year in E&A drilling. Performance on Puma #4 was top quartile. Macondo well planning and preparation was good facing many issues with the Marianas. Excellent crew engagement meeting and very good interaction/mentoring of Brian Morel. Performance on Macondo was good except for rig and weather issues that were beyond the team's control. Mark worked well with the WTL, engineers, and WSLs while Macondo was drilling, commanding the respect of the entire operations team. Mud losses and a kick on Macondo exposed the degree to which the team needed and relied on Mark's drilling expertise. Mark is a great asset for the E&A drilling team. He works very well with the younger engineers and they have clearly benefited from his guidance and coaching. Mark handles a high workload and does a great job managing many different types of projects. He also enjoys evaluating new technology and trying it out if there is a logical chance it can save us money. Mark is always ready and willing to give his highly respected opinion and is one of the reasons that the whole E&A drilling team has continued good performance year on year.

I really appreciate that Mark is always willing to help or take on a new project with a positive attitude.

Good progress on being more consistently positive and energizing.

Mark has routinely been my delegate this year and has done a very good job in this capacity.

Completed the Puma #4 well during the first quarter of 2009. The well finished near the top of the Top Quartile of benchmarked wells, with a 26.6 d/10k' performance rating.

Planning for Macondo met all expectations. Another very good well for mentoring Brian Morel. I gave Brian more room to expand his skills and knowledge. We implemented the Fast-Drill method on the riserless section to set the performance pace for the well, and would surely have finished in the top quartile had it not been for BOP repairs and Hurricane rig damage.

Supported the GoM HSE goals and objectives and personally achieved an accident free year and made BP a safer place to work.

Participated in the early involvement in the planning stage for drilling offshore Florida. The environmental permitting work that will be required is a big challenge that I look forward to working more of in 2010.

Successfully balanced work and home life, even while moving into a new home early in the year.

Overall I believe I had a very successful year and delivered what was required to help the SPU achieve an Exceptional rating.

2010 has begun with many new E&A prospects coming down the hopper. I look forward to additional challengers or interns joining the group to mentor and coach during 2010, as well as the challenges of starting up two new drillships with exploration or appraisal wells.

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2010 will be a very challenging year for E&A with two new rig start-ups and a very heavy workload possible. Mark will really be counted on to maximize the potential of our E&A resources.

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: April 2009 Mid-year conversation: July 22, 2009

Year-end assessment:.....

E-Signature ...Mark Haffle.....
(Individual)

E-Signature.....
(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)

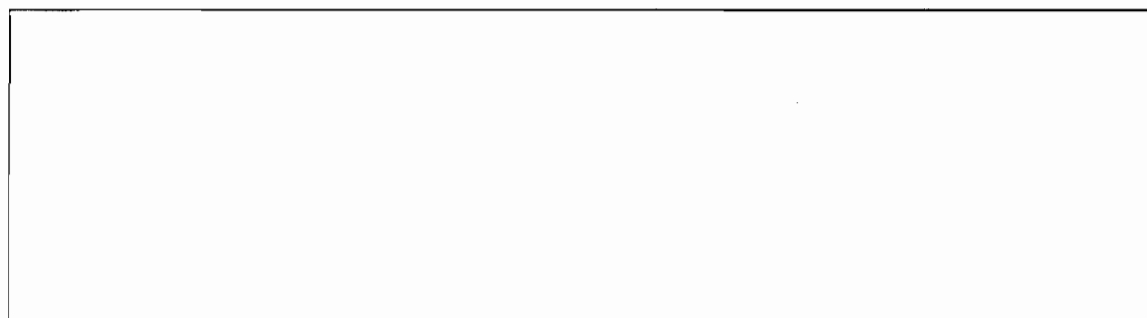
US – Contact your HR Manager to confirm where the form should be directed

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 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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