

Annual Individual Performance Assessment

Name: John Guide		Line Manager: Ian Little	
Job title: Wells Team Leader – Deepwater Horizon	Level: F	SPU/Function: GoM / D&C	
Employee number:	New joiner: N	Period reviewed: Jan – Dec 2009	

Delivery against objectives

1. Key Performance Indicators:

Safety; Recordable Injuries: 2 or less
 Performance; Puma 4: 53 DD/10K, Tiber: 63 DD/10K
 All Well Objectives delivered at a cost less than AFE. ✓
 Six rig site visits

Mid-year performance conversation
 2 recordable injuries during the first ½ of the year. Puma 27 / 10K, Tiber on tract to be first quartile. Both under AFE. Had 4 rig visits through June

Year end assessment
 Safety improved dramatically as the year progressed, no DAFWC, HIPO'S, or INC's for the year. No recordable's in the second half. Third party participation in the SMS improved from 5% to 18%.
 Tiber set numerous industry and Bp drilling records and finished 32day's / 10K
 Finished the year with 7 rig visits

2. HSE on the Deepwater Horizon

Improve the rig site Safety Culture with the overall objective of an incident free working environment:

- Ensure 3rd Party Contractor engagement into Transocean's Safety Management System, demonstrated by;
 Start Card participation increased to 20% of rig population (currently at 5%).
 100% of 3rd Party JSEA's reviewed and gaps filled with Transocean
- Develop Safety Improvement Plan with Transocean
- Perform an audit on each of my trips to the rig

Mid-year performance conversation
 Third party start card participation, up to 16% but still requires a lot of attention. Putting plans in place to improve. Developing Safety Improvement plan with TOI and Bp. I have performed a minimum of 1 SOC per rig visit

Year end assessment
 Safety improved dramatically as the year progressed, no DAFWC, HIPO'S, or INC's for the year. No recordable's in the second half. Third party participation in the SMS improved to 18%. Implemented Safety Improvement plan "back to the basics" Stop and Think. Think plans for all tasks. I performed more than 1 SOC per trip

3. Strengthen the Drilling Performance Culture on the Deepwater Horizon

Develop the framework required to achieve the next level of Performance Culture:

- Ensure Operations team is involved and inputs performance challenge during the well planning process.
- Strengthen the culture of Continuous Improvement in well performance on the rig in collaboration with Transocean.

Outcome:
 All Well Objectives to be delivered at 2nd Quartile ranking or better.
 Overall 5% reduction in DD/ 10K when normalised for scope,

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5% reduction in overall NPT versus 2008 (34.5% total - 17.6% excluding weather)

Mid-year performance conversation

Puma and Tiber are in line for 1st quartile performance. Puma well objective meet.

Year end assessment

Tiber finished 32 days / 10 K, both Puma and Tiber finished in the 1st quartile. Tiber set numerous Bp and industry records

4. Cost Performance: Every Dollar counts

Champion cost efficiencies within rig operations:

- Work with SPU Cost Project Manager to deliver well services and rental tool cost savings
- Create a culture of every dollar counts within the Operations team - target 10% reduction in non-rig rate and logistics costs versus 2008.

Mid-year performance conversation

The Horizon team has embraced the "every dollar matters" culture. Rentals have been reduced by ~ \$40,000/month. Daily operational decisions now include the cost component.

Year end assessment

Culture in place for "every dollar matters". Participated in the Horizon contract extension. Highlights: increased crew compliment, and pipe inventory at no extra cost reducing people and material costs

5. Development of Staff / Simplify

Conduct regular (at least 2 times per year) PDP and performance feedback discussions with:

- Challenger Engineers
- Senior Operations Engineer, and
- Well Site Leaders

Support the overall effort to simplify the activity set around planning and execution of a well program.

- Define and close out two target areas for simplification.

Mid-year performance conversation

All feedback completed.
Simplification targets included procedures and decision process.

Year end assessment

All feedback completed
Simplification targets included procedures and decision process.

Behaviours in support of delivery

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



Mid-year performance conversation	Year end assessment
<p>Deliver results – every step is important for delivery. Drive the decision process to be straight forward.</p> <p>Energize people – make sure Everyone feels they are part of the team</p>	<p>Value expertise - Tiber was delivered through an excellent engineered plan that was followed by the rig based team. All empowered to deliver</p> <p>Energize people – make sure Everyone feels they are part of the team</p>



Mid-year performance conversation	Year end assessment
<p>Act Decisively – I need to set clearly boundaries from groups outside the team</p>	<p>Act Decisively – I improved in this behaviour but I still have work to do.</p>



Overall performance



	<p>I have enjoyed the first half of 2009, I feel the team has delivered on its goals and that I have been a part in the delivery.</p>
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	<p>2009 was an excellent year for the E & A engineering / Deepwater Horizon team. I have strived to make it one team and all in all I believe I have been successful. Operational performance has been top quartile. A positive safety culture has been started. It is now important to sustain it. I am fortunate to part of the team.</p> <p>I enjoy coming to work.</p>
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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

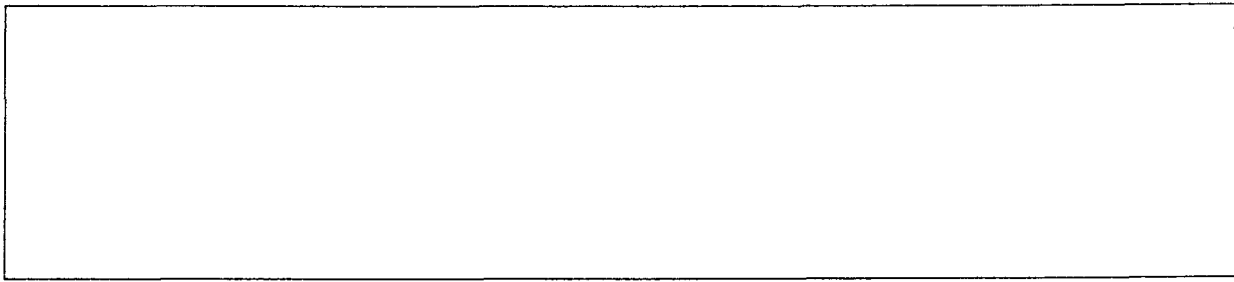
MOW – Refer to your Line Manager and / or HR manager to confirm your country specific practice

Appendix A - Development

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

Define two aspects within the BP Leadership Model that I can improve upon. Develop a picture of what that improvement looks like with my line manager.

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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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