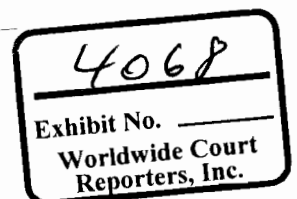


From: Holt, Charles A
Sent: Thu Nov 05 18:43:34 2009
To: Black, Wes; Chester, Doug K; Gray, George E; Gulde, John; Kidd, Gavin N; Nohavitz, Glenn R; Sanders, Robert O; Smart, John C; Stoltz, Dan; Wellings, James S; Daigle, Keith G; Little, Ian; Rich, David A; Frazelle, Andrew E; Emmerson, Tony C; Wellings, James S
Cc: Nahman, Jennifer; Thierens, Harry H
Subject: P&C - WSL Ranking Spreadsheet
Importance: Normal
Attachments: GoM DW WSL 2009 Ranking.xls

Guys, here is the ranking spreadsheet we generated today. PLEASE don't forward or leave copies around:
<<...>>



Document Produced Natively

Ranking Levels:

- 5 - Exceeds expectation
- 4 - Occasionally exceeds expectations and always meets expectations
- 3 - Always meets expectations
- 2 - Mostly meets expectations but sometimes does not
- 1 - Not meeting expectations

Ranking Criteria:

HSE:

Employee exhibits HSE leadership, walks the talk, fully engages in the Drilling Contractors SMS processes and engages the workforce. Score reflects both observed behaviours and measurable inputs. Outputs or the final TRIR from each rig does not impact this rating, only the behaviours exhibited on the rig. HSE metrics are a key

Every \$ Counts and Simplification:

A measure of how engaged the individual is with recommending and implementing both cost savings and areas of simplification. There should be concrete examples of where costs have been removed from the system and where simplification has been applied to allow more time on the deck for control of work activities.

Operational Results:

Ranking reflects the outcomes of the work of the employees and the team whom they manage. Were the wells successful and did the actual results match the expected results? Day per 10Kft and PoP time should be a key indicator. Was there an avoidable "train wreck"?

Teamwork and Interpersonal Skills:

Promotes positive team spirit, builds networks to enhance effectiveness and share knowledge, actively seeks out know how and best practices, demonstrates shared commitment to team success, demonstrates respect for others people's cultures and perspectives, inspires others to contribute, willing to take the lead when challenges occur, promotes open communications, coaches others to help their development, uses a range of styles, facilitates others to play to strengths. PAS scores can be a indicator as well as Upward appraisal data.

Leadership Model and Influence:

Walks the talk and lives the BP Leadership Model through actions and daily interactions with all people. This is both local and Federal influence.

Process:

For each criteria, assign a ranking number, based on his/her performance for their experience/grade level, e.g., don't have the same expectations from a new TL compared to a experienced employee.

Notice, weighting is not the same for each position, there are slight differences between the groups.

Perform ranking process for each column, spreadsheet calculates the final ranking numbers.

Once complete, perform 'sense' check, ensuring ranking fits performance delivery.

			Delivery (80%)			Behaviors (20%)					
Name	Rig	WTL	Level	HSE	Every \$ & Simple	Ops Perf	Teamwork & Interpersonal Skills	Leadership Model & Influence	Ranking Score	Ranking	Comments
Name	Rig	WTL	Level	HSE	15% \$	40% Ops Perf	10% Teamwork	10% Leadership	100% Rank		
Rawson, Chris	ENTER	Stolz	H	4.5	4.0	5.0	5.0	4.0	4.63		Recom Promotion H to G
Powell, Michael	INTERV	Smart	H	4.0	4.0	5.0	5.0	5.0	4.60		Oct '09 promotion
Southworth, Shawn	Marianas	Gray	G	4.0	4.5	4.5	4.5	4.5	4.38		
Trichell, Ricky	PDQ	Emmerson	G	4.0	4.0	5.0	3.0	4.0	4.30		
Speirs, Tim	DDIII	Sanders	G	4.0	4.0	4.5	4.5	4.0	4.25		
Sepulvado, Murry	HORI	Guide	G	3.0	4.0	5.0	4.5	4.5	4.25	EE	
Sepulvado, Ron	HORI	Guide	G	3.0	4.0	5.0	4.0	4.0	4.15	EE	
Moore, Robert	INTERV	Smart	H	4.0	4.0	4.0	4.0	5.0	4.10	EE	
Guillot, Walter	DDIII	Sanders	G	4.0	4.5	4.0	4.0	3.5	4.03	EE	To Alaska mid year - EE
Tate, Ernie	DDIII	Sanders	G	4.0	4.0	4.0	4.0	4.0	4.00	EE	
Purvis, Wayne	DDIII	Sanders	G	4.0	4.0	4.0	3.5	4.0	3.95	EE	
Fontaine, Rob	ENTER	Stolz	G	4.0	4.0	4.0	4.0	3.0	3.90	EE	Oct '09 promotion
Nunley, Dwight	DDIII	Sanders	G	3.5	4.0	4.0	4.0	4.0	3.88	EE	
Easterling, Jack	DDII	Kidd	G	3.5	3.5	4.0	4.5	4.0	3.85	EE	
Fruge, Mickey	DDII	Kidd	G	4.0	4.0	3.5	4.0	4.0	3.80	EE	
Doucet, RJ	WSIRIS	Wellings	G	3.0	3.5	4.0	4.5	4.0	3.78	EE	
Chancy, James	INTERV	Smart	H	4.0	3.0	4.0	4.0	3.0	3.75	EE	Apr '09 promotion
Brown, Bill	ENTER	Stolz	G	5.0	3.5	3.0	4.0	3.5	3.73	EE	
Parker, Mack	Marianas	Gray	G	4.0	3.5	3.5	4.0	4.0	3.73	EE	Oct '09 promotion
Lee, Earl	HORI	Guide	G	3.5	3.5	4.0	3.5	3.5	3.70	EE	
Speyer, Richard	DDII	Kidd	G	4.0	3.0	3.5	3.5	4.0	3.60	ME	
Thompson, Doug	PDQ	Emmerson	H	3.5	4.0	3.5	3.5	3.5	3.58	ME	
Vidrine, Don	Marianas	Gray	G	3.0	4.0	4.0	3.0	3.0	3.55	ME	
McNiell, Rory	HORI	Guide	H	3.5	3.5	3.5	3.5	3.5	3.50	ME	
Wright, Craig	DDIII	Sanders	G	3.5	3.5	3.5	3.5	3.5	3.50	ME	
Sherman, Tommy	INTERV	Smart	H	3.0	3.0	4.0	3.0	3.0	3.40	ME	
Sistrunk, John	Mad Dog	Hill	G	3.0	3.0	4.0	3.0	3.0	3.40	ME	
Colston, Cody	DDII	Kidd	G	3.0	3.0	4.0	3.0	3.0	3.40	ME	
Prima, Matthew	INTERV	Smart	I	4.0	3.0	3.0	3.0	4.0	3.35	ME	
Spears, Randy	PDQ	Emmerson	G	3.5	4.0	3.0	2.5	4.0	3.33	ME	Oct '09 promotion
Malone, Steve	Bob Palmer	Nohavilza	G	3.5	4.0	3.0	3.5	3.0	3.33	ME	
Morrison, Jamie	DDII	Kidd	F	3.5	3.5	3.0	3.0	4.0	3.30	ME	
Adams, Jimmy	Marianas	Gray	G	3.0	3.5	3.5	3.0	3.0	3.28	ME	
Boudreaux, Darrell	Marianas	Gray	G	3.0	3.5	3.5	3.0	3.0	3.28	ME	
Shumake, Phillip	INTERV	Smart	J	3.0	3.0	3.0	4.0	4.0	3.20	ME	

Lockwood, Paul	WSIRIS	Wellings	G	2.0	3.0	4.0	3.0	3.0	3.0	3.15	ME	
Kamper, Ronnie	INTERV	Smart	H	3.0	3.0	3.0	3.0	3.0	4.0	3.10	ME	
Dupre, Marvin	INTERV	Smart	I	3.0	3.0	3.0	3.0	3.0	3.0	3.00	ME	
Bolton, Bobby	INTERV	Smart	H	3.0	3.0	3.0	3.0	3.0	3.0	3.00	ME	
Plicher, Cade	INTERV	Smart	H	3.0	3.0	3.0	3.0	3.0	3.0	3.00	ME	
Tappin, George	INTERV	Smart	H	3.0	3.0	3.0	3.0	3.0	3.0	3.00	ME	
Kaluza, Robert	PDQ	Emmerson	G	3.0	3.0	3.0	3.0	3.0	3.0	3.00	ME	
Lemaire, Don	ENTER	Stoltz	G	3.0	3.0	3.0	3.0	3.0	3.0	3.00	ME	
Walker, George	ENTER	Stoltz	G	3.0	3.0	3.0	3.0	3.0	3.0	3.00	ME	
Bullock, Mitchell	PDQ	Emmerson	G	3.0	2.5	2.5	4.0	3.0	3.0	2.83	ME	
Akins, Matthew		Daigle								0.00	ME	
Boderhamer, Chrystal		Daigle								0.00	ME	
Cassins, Nick		Daigle								0.00	ME	
Lee Lambert		Daigle								0.00	ME	
Price, Vincent		Daigle								0.00	ME	

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