

Employee Information

Name	Employee Number	Date Prepared	Rig Assigned	Job Family	Name of Assessor
Anderson, Jason Christopher	17267	31-Oct-2009	Deepwater Horizon	Toolpusher	Ezell, Miles Randall
Seniority Date	Dt Assigned in Pos.	Dt Assigned on Rig	Review Period	Position of Assessor	
05-Jun-1996	01-Jan-2009	01-Jan-2009	Jan 2009 to Dec 2009	Sr Toolpusher	

Performance Factors

SCORING IN EACH OF THE CATEGORIES SHOULD RANGE FROM 1 TO 6 (WHERE 1 IS THE LOWEST and 6 IS THE HIGHEST)

When entering comments, please adhere to policy HQS-HRM-PP01-2-3-2 Workplace Discrimination & Harassment

Criteria	GWtFY %\g`ck Ygrz* 'jg \ \ \ Ygh	Comments and/or Examples
Personal		
S) [, a*^A AY [\ Oe aae A aOa aap aAae \ AG DA - : ^ a A ^ A @ [] ^ aae } A Aa ^ aA - A ^ . [] . aae EP ae A&~ a^a .] ^ aae ^ a A A & @ aea [] , a * ^ A A @ a Aa ^ aA - ^ . [] . aae E	6	Extremely competent Toolpusher in all areas
O) ^ * ^ A ^ c O) ^ * ^ A ^ c A c @ a a A A aae ~ A a A ^ ~ a { ^ } o E	5	Always exhibits a high energy level
Oa aae A A Y [\ A V a ^ A U ^ . . ^ O ^ { [] . dae . Aae aae A A \ A) a ^ A ^ . . ^ A a Q ~ c & { } [a a * A @ Aae \ A A \ E	5	Jason actually seems to work his best under pressure
O ^ a a a) E a a a * O c @ a a a *) ^ . . A A a ^ A ^ a a a) . A a a @ A ^ aae A - c @ . ^ A ^ a a a) . A a a * ^) d E	5	Makes quality decisions on a consistent basis
O ^ aae aae U ^ \ ^ A) [caae ^ A ae . A A c ^ A : a ^ { . E V a ^ c a a a } : a ^ { . A a a ^ A A [ca ^ A \ aae ^ A ^ c a } . & { } c ^ } c a } aae a A [] & { } c ^ } c a } aae	4	Jason is a competent problem solver
U aae a A a c) A O [{ { } aae } T ae ^ . Aae & aae Eae ^ A a a Q ~ * @ A [: o E A S ^ ^) . ^ . ^ aae ^ A ^ A { ^ a A - A ^ cae o a { aae } A] : a ^ { . A a a aae } . E U ^ . aae ^ A ^ aae * A a a }] aae ^ E	5	One of Jason's best skills is communication. He communicates well with the client, and his co-workers
U a \ A a a a * Oa aae A A aae ^ A ^ aae [] aae ^ A a \ A a @ A ^ ^ . aae A aae A a } ^ , A ^ c @ a . E	5	Jason is inovative and able to think out side of the box
Q aae aae Oa aae A A c @ \ A a aae aae aae aae aae \ ^ a A A a a c a e	6	He is anways looking for the next step and plans accordingly
O E & { ~ } aae aae O E & \ o Aae & { ~ } aae aae A Aae c a } . A a aae . a } ^ a ^ . [] . aae aae . E	5	Has always been accountable for his actions and also the short commings of his team

Managing the Assigned Task

<p>Ö^q ää } Ä -ÄÜb&ä^ Ü^ö Ä: ä&äÄ[ä^ Ä: Ä^Ä-Ää ä^ Ä: ä[ää ä^É</p>	5	Sets realistic goals and seeks to achieve them
<p>Ö[] d[Ä -Ä[•Ö Ö[] d[•Ä[•Ö ä@:Ä: Ä ää ä^ äÄ\Ä:Ä] ^: ää } Ä: ä^ ää ^) Ä^Ä^•Ää ää ääÄä &ä ä ^Ä ä&ä } Ä ää *] &•••É</p>	4	Jason seeks to operate cost efficiently
<p>Ö[] d[Ä -Ä[ää Ö[] d[•Ä[ää Ä ä@:Ä: Ä ää ä^ äÄ\Ä:Ä] ^: ää } Ä: ä^ ää ^) dÉ</p>	5	His standards are high and always expects, and delivers quality work
<p>Wj ä^: ää ää * Ä -Ä) * ä ^: ä * Ä: Ä^: äÄ^Ä^&@ [*^ S[, ä^Ä^Ä^ * ä ^: ä * Ä: ä &ä •Ä^: äÄ^Ä^&@ [*^ ää äÄ: Ää äÄ^&@ [*^É</p>	4	Has a good understanding of all new technology
<p>Ü@: öÜ ä^ * ÄÜ ä } ä * ÄÜÉÄ^ä•D Wj ä^: ää * ää äÄ ää ää * Ä -Ä ää * Ä ä^•ÖÉ Ä&@ [*^ Ä^] É</p>	4	Knows and plans for the proper utilization of his personnel
<p>Š[] * ÄÜ ä^ * ÄÜ ä } ä * ÄÜÉÄ^ä•D Ö[] @ äÄ } Ä^, Ä ä^•ÖÄ^&@ [*^ Ä^] É</p>	4	Seeks to develop the personnel under his care to their fullest potential for their benefit and also the company
<p>Q[] ^ ^) ää } Ä -ÄÜ ä • Ü^•Ä @: ää äÄ } * Ää *^Ä ä •Ä: Ä: ä&äÄ^•ÄÉ</p>	5	Jason is good at short term planning and is developing his long term planning skills

Working with Subordinates

<p>Ö^ ^* ää * ÄÉ @: ää äÄ^•) [] • äää Ö^ ^* ää • ÄÄ Ä^ &ÄÄ Ä: ä&äÄ[Ä[• ä ÄÄ\•Ä •) [] • äääÄ^Ä Ä Ä @: •Ä ä@ ^Ä •ä * Ä[] d[É</p>	5	Always thinks to utilize the proper people for the task
<p>Šä c) ä * Öä ää Ä: Ä c) ää äÄ &••Ä + { ää } Ä: { Ä c@: Ä [ä^Ä Ä ä^Ä + { ä^Ä ää } •Ä&Ä) •Ää äÄ cä^• &[] • d^ &ä^Ä^ä ää ÄÜ@ , • Ää ää Ä: Ä c) ÄäÄ^ Ä ^ [] @ääÄ^É</p>	5	Jason always has time to listen no matter what the issue is
<p>Š^ ää^: • @ Öä ää Ä: Ä • ää ä @ä ä&ä } Ä^: ää Ää ää } Ä -Ä @Ä: c ÄÉ ää ää } ÄÄ [ääÄ^Ä] Ä Ä ä^ ÄÄ^ &Ä^• [^ ä { ^ÄÄ Ä Ä: ä * Ä^ ä^: ää * ÄÄ^ Ä^ ^) ä • ä ää } •Ä c[ä * Ä[] -ÄÄ Ä^•Ää] äÄ^Ä ää ää É</p>	5	Jason has always been a recognized leader on the Deepwater Horizon, and uses his experience to help others
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<p>Ü^ ^ä * T ää @: •Ä äÄ^• ä^ ^) •Ä ää] äÄ^Ä ä •Ää ää ää •É</p>	5	Picks the proper person to match the task
<p>V: ää ä * Ää äÄ^Ä [] ä * Y [•Ä Ä] * äÄ^Ä ä •Ää ää ää •É</p>	6	Has took a pro-active stance to training---has already achieved the training to hold a OIM'S license

Working with Others

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<p>Ô æ } ç Á Á ç ! • Y [!\ • Á - ^ & ç ã ^ ^ Á } Á æ } Á Á æ ç ã ^ ^ Á } ç æ } á Á ç @ ! • ç Æ Á Á] [ã ! • Á [ç !] { ^ } ç æ ^ } æ ã Æ ç Æ Á •] ^ & ç á Á æ æ á Á æ } ç ^ ^ } & Æ ^ ^ ç ç ! } æ æ á Á ç ! } æ ^ ç] ^ & ç æ } • Æ</p>	6	Has achieved a high degree of effectiveness in working with the client and is responsive to their needs

Health, Safety & Environment

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<p>Ö - ^ & ç ã ^ ^ • Á Á ! ^ ç ^ ç] ç ç ç ^ • Á } ç ~ [^ • Á] [ç ^ ^ } ç Á æ ç æ Á Á ! á ^ ç] Æ</p>	4	Does all within his level of authority to prevent exposure to potentially compromising situations

Employee Diversity

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- 1: Below minimum expectations
- 2: Not fully acceptable
- 3: Satisfactory and respectable
- 4: Meets and exceeds expectations
- 5: Entirely proficient
- 6: Expectations highly exceeded

Unsatisfactory

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Fully Acceptable

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Superior

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Outstanding

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Current Succession

No Approved Succession Data for this Employee

Next Succession

Next Position	Ready Date	No Change
Sr Toolpusher	Ready Now	No

Assessor's Comments

Jason has allways been one of the rocks that the Deepwater Horizon was founded on, during the years that we have worked together, I have seen his personel developement increase to far beyond my expectations. He has aquired his OIM'S license several years ago and always meets the requirements of his training matrix. His roots are well grounded in our safety culture and he is constantly mentoring his subordinates in the CMS. He is a natural born communicator and is not afraid to accept new ideas, or think out side of the box to achieve operational excellance. It is this assessors opinion that he has long since been ready for the next position.

Plan for Development

Would like to see Jason expand his knowledge of budgetary items and more involved in the planning of long term rig projects.

Assessor's Supervisor's Comments

Jason is very knowledgable of the rigs equipment and capabilities and knows how to use to full potential. Jason is not a follower but a true leader always looking for ways to improve on performance and safety. He also knows his subordinates strengths and weakness and able to get them ready for their next position. Jason is ready for his next role as Sr. Toolpusher now.

OIM's Comments

Employee's Comments

Face To Face Comments

There will always be room for improvement when it comes to performance and safety. I have had alot of learning curves in the past and good people around me to ensure that i learn from them. I intend to work toward increasing my subordinates knowledge of the company managent system.