

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	Score 1 is lowest, 6 is highest	Comments and/or Examples
Personal		
Knowledge of Work Familiarity with individual task (s) performed by the operation or area of responsibility. Has acquired specialized or technical knowledge in their area of responsibility.	6	Extremely competent Toolpusher in all areas
Energy Level Energy level exhibited to satisfy job requirements.	5	Always exhibits a high energy level
Ability to Work Under Pressure Demonstrates ability to work under pressure without compromising the task or work.	5	Jason actually seems to work his best under pressure
Decision-Making Both willingness to make decisions and the quality of those decisions (judgment).	5	Makes quality decisions on a consistent basis
Creativity Seeks innovative ways to solve problems. Understands problems and able to provide workable solutions conventional and non conventional.	4	Jason is a competent problem solver
Oral and Written Communication Makes accurate, timely and thorough reports. Keeps respective people informed of relevant information / problems / situations. Persuasive in speaking and on paper.	5	One of Jason's best skills is communication. He communicates well with the client, and his co-workers
Risk Taking Ability to take reasonable risk in the pursuit of goals and new methods.	5	Jason is innovative and able to think outside of the box
Initiative Ability to think and act without being asked or directed.	6	He is always looking for the next step and plans accordingly
Accountability Accepts accountability for actions and assigned responsibilities.	5	Has always been accountable for his actions and also the shortcomings of his team

Managing the Assigned Task

Definition of Objectives Sets practical goals for self and subordinates.	5	Sets realistic goals and seeks to achieve them
Control of Costs Controls cost either for individual task or operation or department. Uses financial discipline in decision making processes.	4	Jason seeks to operate cost efficiently
Control of Quality Controls quality either for individual task or operation or department.	5	His standards are high and always expects, and delivers quality work
Understanding of Engineering or Service Technology Knowledge of engineering principles, service technology and / or field technology.	4	Has a good understanding of all new technology
Short Range Planning (1-3 Years) Understanding and managing of existing markets, technology, people.	4	Knows and plans for the proper utilization of his personel
Long Range Planning (3-5 Years) Emphasis on new markets, technology, people.	4	Seeks to develop the personel under his care to their fullest potential for their benefit and also the company
Implementation of Plans Puts short and long range plans to practical use.	5	Jason is good at short term planning and is developing his long term planning skills

Working with Subordinates

Delegating Authority and Responsibility Delegates, as much as practically possible, tasks / responsibilities to others without losing control.	5	Always thinks to utilize the proper people for the task
Listening Ability to listen and process information from others in order to make informed decisions. Accepts and provides constructive feedback. Shows ability to listen actively / emphatically.	5	Jason always has time to listen no matter what the issue is
Leadership Ability to establish direction (create a vision of the future), and align & motivate people to produce a successful outcome. Able to bring understanding & agreement in situations involving conflict. Gives appropriate feedback.	5	Jason has always been a recognized leader on the Deepwater Horizon, and uses his experience to help others
Appraising Understands the reasons for a person(s) performance. Knows a person(s) strengths and improvement areas. Ability to give positive feedback and constructive feedback.	5	Jason is a good appraiser and knows his people
Selecting Matches job requirements with appropriate skills and abilities.	5	Picks the proper person to match the task
Training and Developing Works to upgrade skills and abilities.	6	Has took a pro-active stance to training--has already achieved the training to hold a OIM'S license

Working with Others

Peers Respected by and can influence peers. Treats others with professionalism and mutual respect.	6	Jason is highly respected by his peers and always displays a professional attitude
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Teamwork

Works effectively on teams by actively contributing to the accomplishment of goals. Treats others with mutual respect & professionalism. Establishes & maintains good working relationships with other departments and/or Business units.

6

Jason has always been a recognised leader on the Deepwater horizon and is respected by all

Clients / Others

Works effectively and successfully with clients and others (e.g. Suppliers, government agencies, etc.) respected by and can influence. Meets internal and external expectations.

6

Has achieved a high degree of effectiveness in working with the client and is responsive to their needs

Health, Safety & Environment

Health, Safety & Environmental Leadership
Acts as a role model and promotes prevention among others.

5

Is active in training and coaching his subordinates in the Company Management System

Effectiveness of Prevention

Achieves continuous improvement in accidental risk reduction.

4

Does all within his level of authority to prevent exposure to potentially compromising situations

Employee Diversity

Nationalities

Creates an atmosphere which is conducive to the recruitment and development of under-represented nationalities, gender and minorities.

5

Has no quams with working with all races,nationalities or genders

Diversity Action Plan

Actively supports the establishment and accomplishment of Diversity Action Plans.

4

endorses the setting of goals for individual career development

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

Obvious failure in results
Does not seem to have the drive or Know-how to do the job
Seems to make repeated mistakes. Needs strict control
Employee probably recognized that the job is not getting done
Does not have the background to grasp the work
Signal for a move, to a lower level job, or out of the organization

Conditional

Has not achieved the required results overall
Needs to acquire more know-how, show more effort & commitment
Needs close guidance - step by step planning
Needs to be pushed & followed-up
Seems to have the capability to make the necessary development
Needs to improve rapidly the level of Performance to a Fully Acceptable Performance

Fully Acceptable

Has achieved most of the objectives, including key ones
Satisfactory job
Requires normal supervision
Follows-up, completed work on projects on schedule
Capable of carrying out all the requirements on the job

Superior

Exceeded objectives in some significant key areas
Job done thoroughly & completely
Requires only occasional supervision
Does own planning, anticipates problems
Good grasp on the "big picture"

Outstanding

Exceptional results in the current job
Understanding of work well beyond assigned area, recognized as an expert, experienced, knowledgeable
Needs little or no supervision
Shows unusual initiative, self starter
Always takes the best approach to get things done

**Rating:
Superior**

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.