

From: Lambert, Lee  
Sent: Mon Apr 19 10:01:44 2010  
To: Kaluza, Robert  
Subject: Hitch assessment  
Importance: Normal  
Attachments: Blank Electronic Hitch Assesment.doc

Bob,

No rush on this, just didn't want to get it to you at the last minute. Thanks.

<<...>>

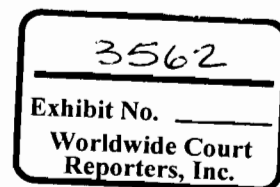
Best Regards,

**Lee Lambert**

WSLfd GoM - Deepwater

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**Mentor or WSL Assessment of Candidate**

WSLfd: **LEE LAMBERT**

Mentor or WSL: **BOB KALUZA**

Rig: **DEEPWATER HORIZON**

Asset: **GoM**

Well: **MC 252 #1 BPO1**

Date: **4/21/2010**

Please complete the following and rate as Low, Medium, or High. Note: Rate the WSLfd as he/she would be expected to perform in their present position and present level of expertise. IE, we would not expect the WSLfd to be rated or compared against a 20 year veteran.

**1. Technical Ability**

What was the technical competence of the employee? Keys: Catches on quickly to technical detail; ability to solve problems; asks questions; seeks detail about tools-equipment-procedures.

**L M H**

Describe:

**2. Management**

How does the employee manage his work on the rig? Keys: On time for meetings; interest in cost control; accurate in work; good with logistics; understanding of DIMs; well organized.

**L M H**

Describe:

**3. Leadership**

How does the employee lead others? Keys: Clear communicator; listens; goes beyond; respects all; embraces HSE excellence; builds and maintains trust; service/help oriented.

**L M H**

Describe:

**4. Motivational**

How does the employee motivate himself and others to performance? Keys: Purpose driven; self starter; dependable; admits mistakes; positive attitude; creates & supports team spirit.

**L M H**

Describe:

In your opinion, work this hitch was: **Poor Fair Good Excellent**

I have discussed this assessment with the WSLfd: **Yes No**

Please return to WSLfd who will turn into the coach.