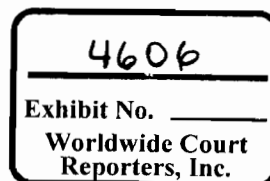


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Interviewing Form

Interviewee Name:	David Hackney
Job Title:	Master
Company:	Transocean
Contact Details:	
Work Address:	
Work Telephone:	
Work Cell:	
Home Address:	
Home Telephone:	
Home Cell:	
Interviewers Present:	John MacDonald
Date:	July 22, 2010
Start Time:	9:25 a.m.
Stop Time:	10:15 a.m.
Was documentation taken to the interview? Y/N	Yes
Were photographs, drawings or other supporting materials taken? Y/N	No
Are documents attached to this form? Y/N	Yes
Details of documents, drawing, photographs or other supporting	Interview questions



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materials taken to interview.	
Interview Plan Probable lines of enquiry, key questions etc:	<p align="center"><u>Training and Competency Interview Questions</u></p> <ol style="list-style-type: none"> 1. How long have you been with Transocean? 2. Do you have any previous oilfield experience? 3. What is your position? 4. What are your job responsibilities? (review job description before interview) 5. What are the training requirements for this position? 6. Can you explain the Worldwide Training Matrix and its purpose? 7. Have you completed all the training for your job? (check against compliance report) 8. Does the training match the job requirements? 9. Do you feel the training provided to you was sufficient? Why or why not? 10. When was your last training session and what was it? 11. How supportive of training and development was the rig management? What about shore-based managers? 12. Were there any limitations on the training available? 13. What was the quality of OJT on the DWH? 14. What is your next position, and have you received any training for it? 15. Do you know the progression of your career in Transocean? 16. Have you received an appraisal in the last year? Can you explain the appraisal process? 17. How many new crew members (or recently promoted) were on your crew? 18. What is the quality of training provided to new employees? 19. What training is provided onboard the rig for new arrivals, and what is the quality? 20. What safety & survival training did you receive and do you think it is adequate? 21. What is your position on the Station Bill and in an emergency? What is your life boat station? Life raft station? 22. What are the first steps to take when shutting in a well or upon detection of flow? 23. Who is able to shear the pipe and disconnect? <p align="center"><u>Safety Culture Questions</u></p> <ol style="list-style-type: none"> 1. What are the Core Values of Transocean? Does the company live up to these Core Values? 2. What are your colors? What do they mean? 3. What are the three most positive safety issues on the DWH? 4. What are the three safety areas where improvement is needed? 5. Do you complete a START card every day? Why?

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	<ol style="list-style-type: none">6. Describe your participation in the THINK planning process.7. Please describe the TOFS and the last time you called a TOFS.8. Are you able to explain the Management of Change?9. Bonus<ol style="list-style-type: none">A. Did you get a Performance or Safety Bonus from Transocean, and can you describe the policy?B. Did you get a Performance or Safety bonus from BP and can you describe the policy?C. What effect did these bonuses have on the performance of the rig crews?
<p style="text-align: center;">Interview of David Hackney – Master Transocean Office July 22, 2010</p> <p>Interviewer: John MacDonald</p> <p>Note taker: Diane Willey</p> <p>Start time: 9:30 a.m.</p> <p>Stop time: 10:15 a.m.</p> <p>David was not on the rig during the incident; he left 11 hours prior. David has been employed by Transocean for one year. He has worked three 21-day hitches. He finished a hitch as Captain on the Pathfinder this morning. He had a "brief stint" on the Seven Seas. Prior to working with Transocean, from 1989/1990 he worked on SONAT's 534 in addition to a couple of supply boats (Sunchase and Tidewater). David has been a Captain since 1991.</p> <p>David was asked if he has seen his job description; he said yes. He was asked if he thought the job description matched what his actual work load entailed; he said yes, he though the description was well thought out.</p> <p>He was asked if he was familiar with the training requirements for his position. He said yes, the RSTC is good about keeping the crew up-to-date with what training they needed. He said he is aware that there is training that he needs to complete and he had classes scheduled through December 2010. Since the incident occurred, he is unsure what his training options are.</p> <p>David was asked if he was familiar with the training matrix. He said he yes; additionally he can look online as well as speak to the RSTC.</p> <p>He was asked if the training matched his job requirements; he said yes. He was asked if he thought that the training provided was sufficient; he said yes. He was asked what the most recent training he attended; he said the second DP class in March 2010. David was asked if rig management was</p>	

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supportive of training and development; he said yes. He was asked if there was a limitation on training; he said no.

David was asked for his opinion of the overall quality of the OJT on the Deepwater Horizon; he said it was good.

He was asked if he knew what his next position would be; he said "OIM." He was asked if he has the desire to become an OIM; he said yes. He also said that he would be interested in looking at a shore-based position.

David was asked if he received an appraisal last year and if so, could he explain the appraisal process. He said yes, he did receive an appraisal. He said appraisals are given each year. He appraises others in addition to being appraised.

David was asked what training is provided for new arrivals on the rig and the quality of such training. He said what the Horizon provides is "the best he has ever encountered." He said the new crew members go through an in-depth orientation (lasting one to two hours), are introduced to the Captain and OIM; tour the rig, and are assigned a mentor. They are also provided orange hard hats, so the rig knows they are new and will look out for them.

He was asked what safety and survival techniques they are taught as new crew members. David said they attend TOPS, HUITT, fire fighting and life saving procedures. He said the TOPS instructors are very good; they keep the attendees' attention.

David was asked what his position on the Station Bill is. He said he is in charge in emergency situations. His lifeboat station is #1 and #3; life raft is #1 and #3.

He was asked what the steps were when shutting in a well or upon detection of flow. He said he relies on Jimmy Harrell, OIM, to handle well control issues. When asked who has authority to shear the pipe and disconnect, he said the OIM, Senior Toolpusher and Company Man. If those people are not available, David said it is his decision who to give authority to. He said he would also provide notification by phone.

David was asked if he knew the core values of Transocean. He said "FIRST" (Financial discipline, Integrity and honesty Respect, Safety and Technical Support). He said he has randomly asked crew members this question and he was a bit surprised that everyone knows the meaning. When asked if he thinks that Transocean lives up to their core values, he said yes.

His colors are red/green.

He was asked to name three of the most positive safety areas on the DWH. He said permitting requirements, and the preparation and completion of THINK Plans, Prompt Cards and START Cards.

When asked to name three areas where improvement is needed, he was unable to think of anything. He said the DWH was extremely safe. He said he has worked on the Americas, DD3 as a Chief Mate and Horizon and the safety cultures on all of Transocean's rigs are the same...very safe.

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David was asked if he completed a START Card every day; he said yes. When asked why, he said because it is required, but also because it promotes safety and it is a vehicle to provide constructive criticism. He said that he tells the crew to not always write about something positive. He said that he goes over the cards with the supervisors and acts on them if attention is required immediately. He occasionally does START tours.

When asked about his participation in the THINK Planning process, he said it depends on whether or not a permit is required. He said he audits the THINK Plans every morning.

David was asked when the last time he called a TOFS was. He said when they recently shifted out of the dry dock he called numerous TOFS. He said the new guys had line holding issues and he would stop and show them correctly.

He was asked if he thought any of the crew members was fearful of reporting incidents; he said no.

When asked if he ever received a bonus from Transocean or BP, David said he is eligible for a bonus at the end of the year based on safety and performance. He said he received a well works bonus while on the Horizon in the amount of \$500. He was asked if he thought the potential of a bonus affected the crew's performance; he said it is an incentive for them.

David was asked if he thought everyone knew who was in charge of the rig; he said "most do especially senior management, supervisors and marine crew." He was asked how he thought this information could be reinforced to the crew; he said to reiterate it in the pre-tours. He was asked if the command structure was clear on the Horizon Station Bill; he said yes. He said in fact, he and Jimmy Harrell talked about this issue during his last hitch.

David was asked if he felt that the life boat was an acceptable FRC on the Horizon; he said yes, he was comfortable with it.

He was asked who has ultimate authority when lowering the life boats. He said the Master is in charge in all emergencies.

QUESTIONS FOR INTERVIEW

The attached questions were brought to this interview by John MacDonald

Person Interviewed: David Hackney
Date of Interview: July 22, 2010

Training and Competency Interview Questions

1. How long have you been with Transocean?
2. Do you have any previous oilfield experience?
3. What is your position?
4. What are your job responsibilities? (review job description before interview)
5. What are the training requirements for this position?
6. Can you explain the Worldwide Training Matrix and its purpose?
7. Have you completed all the training for your job? (check against compliance report)
8. Does the training match the job requirements?
9. Do you feel the training provided to you was sufficient? Why or why not?
10. When was your last training session, and what was it?
11. How supportive of training and development was the rig management? What about shore-based managers?
12. Were there any limitations on the training available?
13. What was the quality of OJT on the DWH?
14. What is your next position, and have you received any training for it?
15. Do you know the progression of your career in Transocean?
16. Have you received an appraisal in the last year? Can you explain the appraisal process?
17. How many new crew members (or recently promoted) were on your crew?
18. What is the quality of training provided to new employees?
19. What training is provided onboard the rig for new arrivals, and what is the quality?
20. What safety & survival training did you receive and do you think it is adequate?
21. What is your position on the Station Bill and in an emergency? What is your lifeboat station? Liferaft station?
22. What are the first steps to take when shutting in a well or upon detection of flow?
23. Who is able to shear the pipe and disconnect?

Safety Culture Questions

1. What are the Core Values of Transocean? Does the company live up to these Core Values?
2. What are your colors? What do they mean?
3. What are the three most positive safety issues on the DWH?
4. What are the three safety areas where improvement is needed?
5. Do you complete a START card every day? Why?
6. Describe your participation in the THINK planning process.
7. Please describe the TOFS and the last time you called a TOFS.
8. Are you able to explain the Management of Change?
9. Bonus
 - A. Did you get a Performance or Safety Bonus from Transocean, and can you describe the policy?
 - B. Did you get a Performance or Safety bonus from BP and can you describe the policy?
 - C. What effect did these bonuses have on the performance of the rig crews?

HANDWRITTEN NOTES

Provided by:	Diane Willey
Person Interviewed:	David Hackney
Date:	July 22, 2010

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Ref:

Interviewing Form

Page 1 of

Interviewee Name David Hackney

Job Title Master

Company Transocean

Contact Details

Work Address

Tel

Cell

Home Address...

Tel

Cell

Notes

Interviewers

John MacDonald

Date (D,M,Y) 7/22/10 Start Time 9:25 Stop Time 10:15

Was documentation taken to interview? Y/N 9:30a

Were photographs, drawings or other supporting materials taken? Y/N

Are documents attached to this form? Y/N

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TRN-INV-00001756

Interviewing Form

Page 2 of

Details of documents, drawing, photographs or other supporting materials taken to interview:

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Interview Plan

Probable lines of enquiry, key questions etc:

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Interviewing Record

Page 3 of

Add additional pages as necessary and to ensure that nothing is omitted or lost please follow numbering convention as above.

NOR - Dec 28 - went to H2n - 3 21 hitches -
Somed 534 - Chief Mate - seven seas (big stint)
just left Pathfinder - w/TO since 1990 (very)

David left the rig 11 hours before incident - short
changed H day

are you - w/TO - prev. Sonyard 89/90 as Chief Mate
some supply boats - Schone & Duwater

job description? yes think fits job? yes - well that

knowing requirements for job? RSTC good about keeps up -
lot of classes deficient in

Scheduled until Dec 2010 - have tried to
schedule any new.

on Pathfinder - Captain - finished hitch this am -

8 to train ^{Paula} mix? alive & RSTC prints & tries
to get u to class

the tug nitch job reqs? yes

supplies? yes

listing what made 2nd DP class

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is right spine? very

lontaj on tag? no

Qualty OST - good

next pzj? oim

tag? good

his goal is to become oim

what should side pzj (intended) (would be interesting)

share based pzj

How progression of cancer? yes

on accession pla? not from of it?

know progression

april? yes

xps pces - annual basis - he rep for apsg others too

qual v tag for new employees? very good - but he recounted

the new arrivals (what they for) oicstaj (indph, 2 hrs)

intro to capt oim, touring, assign mater

orange hats - evry lks at for then

what says: ^{Survival} Survival - TOPS - Hitt Hitting, lifesaving

traces of TOPS very good - kept their

{ been a Capt since 1991 } althg

STA bill w chg - in an era

lboat = 1 + 3

repts 1 + 3

what shot in well or datx v flow - notes on JH - steps

who can share? oim & h TP - if not av. his decj

or Co. Man

↓

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get someone's phone too

Core values of TO? FIRST - He asked ppl randomly
+ they know all

that is live up to values? yes

Colors: red / green

3 ^{now} last safety issues

permitting

Thk, Permit, Start

3 input needed (Safety)

Can't see any since do so many Thk plans

Safety culture

been Americas, DD3 Create, Hzn, Pthf

Consistently Safety culture there

do Start ev day? required - monitor good

good - constructive - stress & gap -

don't write good all time.

More an ulsps goes over if Supv & act on them

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In part ptzpg? depends on permit is required. \forall
 The ϕ and it every am - do 3 stat four
 occasionally

TofS - shifted at v dry dock - live ^{nest eggs} hatching larvae -
 numerous tofs -
 few ^{new} eggs v up? no

bonus? elig. for bonus ^{paid} at year based on safety
BP? 1 - well wins promotion - \$ 500 H₂O
effect or pay? incentive

everyone know who is cdy? ^{espe} maddo - for mgmt, ^{espe} super, make and
he improve? pre towns - bring up

as Hen Stabill is it clear ^{whom they}? yes
pre PMAA audit - he & JH talked about it
pre hitch ago

Opin v ^{boast} ~~ly~~ ^{right} / FRC - ~~not been~~
okay w/ it -

understands ^{what can} losing boats - Master authority -
when evident losing rig + cat bite - pre-
arrangements *

instruments: cat really the v agly

DRAFTS OF INTERVIEW

By:	John MacDonald
Person Interviewed:	David Hackney
Date of Interview:	July 22, 2010

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John's revisions

DRAFT

Interview of David Hackney – Master
Transocean Office
July 22, 2010

Interviewer: John MacDonald

Note taker: Diane Willey

Start time: 9:30 a.m.

Stop time: 10:15 a.m.

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David was asked if he felt that the life boat was an acceptable FRC on the Horizon; he said yes, he was comfortable with it.

He was asked who has ultimate authority when lowering the life boats. He said the Master is in charge in all emergencies, unless it is evident that the rig is being lost and the fire cannot be fought.