

## NOMINATION FOR PROMOTION

### Data on Individual to be Promoted

Name	Brian Morel
Job Title	Drilling Engineer
Business Unit	GoM
Discipline	Drilling & Completions

Current Level	Level I
Time in Current	1.5 yrs (got I in August '08)
Industry Experience	4.5 years (hire date Aug '05)
Proposed Level	Level H
Line Manager / HR Manager	David Sims Jennifer Nahman

### Competency Rating (use specific examples):

Innovation	Open to trying new approaches to tasks that have been done before. Brian also developed a new cost estimating tool and an automated one-pager tool. Has demonstrated the confidence to challenge assumptions made, even when they come from engineers with two to three times the experience he has (Trent Fleece and George Gray). When it comes to cost and efficiency improvements, Brian is always looking to try something new. He has reviewed several new technologies and has offered many cost saving ideas this year including: new bit and underreamer designs, V-stab for vibration reduction, swellable packers for isolation, and new design cement heads.
Wise Decisions	Understands the use of data collected from drilling operations in developing new drilling plans. Assimilates information and comes to a logical decision very quickly and remarkably consistent for a 5 year engineer. Recommended eliminating 28" casing on Puma #4 saving \$500K and recommended a BHA change that saved a coring run (\$2MM) also on Puma #4. Requests consultation from available sources at appropriate times. Engages group of peers well and with confidence. Can work one-on-one or in a large group. Brian showed good decision making ability while executing the Macondo well. When BOP problems occurred, Brian was in the middle of the decision making process to pull the BOPs or to pursue a solution that avoided pulling the stack. When serious loss of circulation occurred, followed by several kicks, Brian spent the better part of a week driving the many decisions that were made on a 24 hour basis. Well control situations can be very frustrating with many team members having a myriad of opinions. In hindsight, Brian's decisions and opinions were generally validated.
Performance Bias	Very strong performance bias. Throws himself into problems and tasks with a very strong drive to produce timely yet high quality results. Does not simply want to tick the box but to really do a good, thorough job. Wants and needs to have a high work load. Was the lead engineer on the top quartile well Puma #4. Is the lead planning engineer and lead execution engineer on the Macondo exploration prospect. Brian is eager to complete any task given him - be it a well plan or improving a spreadsheet. Able to meet frequent deadlines with the use of time management. Brian also has a 'can do' attitude and can 'go with the flow' when priorities get changed or altered. Brian has been ranked E and EE last two years.
Business Awareness	Understands BU commercial performance, business priorities, and the role of the Performance Unit with respect to the SPU. Understands the time value of money and the value of quality in the high cost realm of deepwater drilling. Brian can easily determine the most cost effective method or procedure, using more than just component or service cost as the basis - by understanding the value and time drivers. Sees the big picture with respect to business decisions.

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Exhibit No. \_\_\_\_\_  
Worldwide Court  
Reporters, Inc.

Line Supervisor Name / HR Manager	David Sims (Engr TL), John Guide (Horizon WTL), George Gray (Marianas WTL)/Jennifer Nahman
SDDN sponsor	
SDDN Decision/Comments	
SDDN Leader	

**Final Decision**

Business Unit	Approved <input type="checkbox"/>	Not Approved <input type="checkbox"/>
Reason: (If different from SDDN Assurance.)		