

From: Metcalf, Elaine E
Sent: Thu Aug 26 15:43:05 2010
To: Wellings, James S
Subject: RE: Jim Wellings Way Forward
Importance: Normal

Jim: I will check on this for you....even if they haven't decided something, I would like that Greg would be open for you to take some much needed time off. Let me find out what the official word is and then we can go from there. Thanks!

EM

From: Wellings, James S
Sent: Thursday, August 26, 2010 10:40 AM
To: Wellings, James S; Metcalf, Elaine E
Subject: RE: Jim Wellings Way Forward

Elaine,

Further to my note below to Ana Monsalve (I should have sent it to you), from April 21 to July 30, I worked the Deepwater Horizon blowout on the containment team. Several of us working the incident were in a "position critical" where we did not have weekends, holidays, or our normal Fridays off. I am not sure if I am owed comp. days for that time work. I was in charge of the team that built and installed the capping stack on the blowout. We were in a position early on to install a cap and the decision was made to do the top kill first. After the top kill failed we were again going to install the cap then the decision was made to use the top hat and containment. I was then move to the Q4000 flaring operation for 10 days then back to the capping stack until it was installed and the well shut-in toward the end of July. After that I moved to the plug and abandonment team for two weeks then went on vacation for a week. I counted up the weekends, holidays and Fridays off and it came to 30 comp. days owed to me. I have taken 10 days between GoM and going to work for BP Brazil to get my head straight and motivation level back to normal after working the 3+ months on the most horrific project of my career and actually started working for Greg Blome and BP Brazil on Monday, August 23, 2010.

The tally on comp. days owed to me (if GoM decides to give those back) is 20 days. There are numerous other people in the GoM that gave up more and are still working 24/7 on the incident.

Could you find out from your GoM counterpart if comp. days are being granted to us. I know GoM management was discussing this. Thanks.

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TREX 008542.0001

From: Wellings, James S
Sent: Thursday, August 26, 2010 8:11 AM
To: Monsalve, Ana C
Subject: FW: Jim Wellings Way Forward

Ana, I still will have unused vacation as of Oct. 16 when I presumeably go onto the rotational payroll. Who needs to sign off on the number of vacations day I have remaining. Summary below

2010 Vaction Earned - 30 days
2009 Carry Over Vaction - I carried over 1 week to 2010 but am not sure if that was 7 days or 5 days
Vacation used to date in 2010 - 16 days

I checked my people porthole page and it does not seem to have the correct information.

Please advise. Thanks.

From: Blome, Greg R.
Sent: Thursday, August 26, 2010 5:05 AM
To: Wellings, James S
Subject: FW: Jim Wellings Way Forward

Lets hope she's right about the process timing. I think you moving and shaking on medical and visa paper work is the only thing we can control. Evidently Charlie's deal kicked in on 1 Aug after receiving confirmation of his work visa. I can see this being a wet rope pushing up hill to get them off this valid visa condition.

Greg Blome
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TREX 008542.0002

From: Monsalve, Ana C
Sent: Wednesday, August 25, 2010 5:03 PM
To: Blome, Greg R.
Cc: Ali, Lisa; Metcalf, Elaine E
Subject: RE: Jim Wellings Way Forward

Greg,

Telecommunications was a bit of a challenge today, but I think we got the main message through.

-We are definitely targeting a start date of Oct 16th for Jim.

-We do not anticipate that he will have to travel back under a business visa for his 2nd trip, he should have his technical visa by then.

-The reason for not being able to start the assignment prior of obtaining the proper visa is that, due to country immigration regulations, the individual is not suppose to be "working" with a business visa, so there should be no assignment compensation involved.

Let me know if you want to discuss this further, perhaps it may work better if I call you to the office rather than your cell.

Best regards,

Ana Monsalve

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From: Blome, Greg R.
Sent: Wednesday, August 25, 2010 2:55 PM
To: Monsalve, Ana C; Metcalf, Elaine E
Cc: Ali, Lisa
Subject: RE: Jim Wellings Way Forward

Ana,

I think this timing is a significant issue considering it is going to take +/- 3 months. Certainly not what I was expecting to hear. It would seem we are letting the unique Brazil process create an unfair situation to these guys. Is this consistent with what we are doing with Charlie and does he understand that?

Greg Blome
D&C Wells Manager
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From: Monsalve, Ana C
Sent: Wednesday, August 25, 2010 2:41 PM
To: Blome, Greg R.; Metcalf, Elaine E
Cc: Ali, Lisa; Gentil Richardson, Jane E; Alvarez, Marife
Subject: RE: Jim Wellings Way Forward

Hi Greg,

I think we are aligned here. Jane is already working on both business and technical visa processes; HR IM briefing was delivered to Jim yesterday and all authorizations were also sent (including medical). Perhaps one point to confirm is that as soon as Jim get his business visa, he will be able to travel to Brazil for an initial visit, but his rotational assignment (and therefore IRP payment) will not commence until we have his medical clearance and proper immigration status (e.g. technical visa). We explained this to him during the briefing yesterday.

Should you have any questions, do not hesitate to let me know.

Regards,

Ana Monsalve

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From: Blome, Greg R.
Sent: Wednesday, August 25, 2010 2:11 PM
To: Monsalve, Ana C; Metcalf, Elaine E
Cc: Ali, Lisa; Gentil Richardson, Jane E
Subject: Jim Wellings Way Forward
Elaine/Ana,

Just want to make sure we're all on same page now on how Jim's case will progress (in semi-chronological order):

- Business visa for Jim to come to Brazil as early as next week – he would stay in Charlie's flat.
- Initiate medical and other prerequisites for Technical visa application this week
- Posting change GoM to Brazil effective 1 September (Tier 3 Rotator)
- Technical visa application carries on – stretch target in time for Jim's mid-October hitch as this is stretch target for Day 1 now.

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Please let me know if this breaks down anywhere with y'all's understanding.

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