

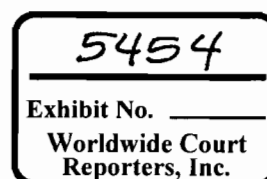
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## Interviewing Form

Interviewee Name:	Mike Dow
Job Title:	Chief Mate
Company:	Transocean
Contact Details:	
Work Address:	Park 10
Work Telephone:	
Work Cell:	
Home Address:	
Home Telephone:	
Home Cell:	
Interviewers Present:	John MacDonald Roger Sawyer Jana Judkins
Date:	June 17, 2010
Start Time:	4:30pm
Stop Time:	5:20pm
Was documentation taken to the interview? Y/N	N
Were photographs, drawings or other supporting materials taken? Y/N	Y
Are documents attached to this form? Y/N	Y
Details of documents, drawing, photographs	N

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or other supporting materials taken to interview.	
<b>Interview Plan</b>  Probable lines of enquiry, key questions etc:	<b>Safety Culture Questions</b> <ol style="list-style-type: none"><li>1. What are the Core Values of Transocean? Does the company live up to these Core Values?</li><li>2. What are your Colors? What do they mean?</li><li>3. What are the three most positive safety issues on the DWH?</li><li>4. What are the three safety areas where improvement is needed?</li><li>5. Do you complete a START card every day and why?</li><li>6. Describe your participation in the THINK planning process?</li><li>7. Would you describe the TOFS and last time you called a TOFS?</li><li>8. Are you able to explain the Management of Change?</li></ol> <ol style="list-style-type: none"><li>A. Did you get a Performance or Safety Bonus from Transocean, and can you describe the policy?</li><li>B. Did you get a Performance or Safety Bonus from BP and can you describe the policy?</li><li>C. What effect did these bonuses have on your performance of the rig crews?</li></ol>
<p style="text-align: center;">Mike Dow – Chief Mate</p> <ol style="list-style-type: none"><li>1. How long have you been with Transocean? I have been working for Transocean since November 2001.</li><li>2. Do you have any previous oilfield experience? Before coming to work at Transocean I worked for Seacor Marine primarily as a Mate on the OSV <i>Seacor Conquest</i>. I also served some time on anchor handling vessels.</li><li>3. What is your position? I was the Chief Mate on the <i>Deepwater Horizon</i>. I have been serving in that position since January 2009.</li><li>4. What are your job responsibilities? (Review Job Description before interview) My duties included the oversight of the marine department on the vessel. This involved supervising the Bosn, ABs, and DP Operators. In addition to my supervisory duties, I was responsible for the maintenance of fire equipment, lifesaving equipment, the ballast system,</li></ol>	

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the bulk system and systems associated with watertight integrity (watertight dampers). I was responsible for ensuring that the stability of the vessel was completed and also tracked changes to the vessel's deadweight.

5. What are the training requirements for this position?

I was required to have an unlimited Chief Mate license and because I was working on a semi-submersible a Ballast Control Operator endorsement. In order to gain my license and endorsements I was required to complete the classes required by the US Coast Guard for STCW (Standards of Training and Certification of Watchstanders).

In addition to the professional requirements of my license, I was required to complete classes for Transocean including Safety Leadership Foundations, Comprehensive Stability, and DP classes. There are also OJT requirements for this position.

6. Can you explain the Worldwide Training matrix and its purpose?

The purpose of the training matrix is to ensure that all personnel working in a position have met a minimum standard of training for a given position.

7. Have you completed all the training for your job? (check against compliance report).

As of 17 June 2010, I am deficient in the requirement to have attended MEM (Major Emergency Management) Person in Charge (PIC). I have completed all professional training required for a Chief Mate. This is a new requirement of personnel in the Chief Mate position.

8. Does the training match the job requirements?

Yes.

9. Do you feel the training provided to you was sufficient? Why or Why not?

The training that I received was sufficient to carry out the job of Chief Mate. The professional training that is required for licensing has a minimum sea service requirement ensuring a minimum level of experience prior to receiving the license.

10. When was your last training session, and what was it?

In June 2010 I have completed Major Emergency Management (MEM) and Supervisory Well Control.

11. How supportive of training and development was the rig management? What about shore-base managers?

Rig management has always been supportive of ensuring that personnel received the training that is required. I have never had a problem with classes being denied by rig-based, or shore-based management.

12. Were there any limitations on the training available?

Scheduling of classes is always difficult. With certain classes, there are problems with the

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scheduling and the number of spaces available.

13. What was the quality of OJT on the DWH?

For positions within the marine department on the *Deepwater Horizon*, OJT was effective. We ensured that DP Operators were completing their OJT within a timely manner. The meant that personnel had demonstrated their competence before being allowed to perform their duties. This OJT was accomplished by both the Chief Mates and Sr. DP Operators for junior personnel.

For the ABs, we were fortunate in being able to get some training time with our personnel before they were given permanent positions. The usual path was to have a roustabout working with the Bosn and ABs while they were gaining their sea time and completing their STCW requirements. This allowed them to be trained in the job prior to their gaining a position.

14. What is your next position, and have you received any training for it?

My next position is Captain and I have been receiving training for that position through my duties as Chief Mate. I have completed all of the professional training for STCW for my Masters and OIM license.

15. Do you know the progression of your career in Transocean?

Answered in previous question.

16. Have you received an appraisal in the last year? Can you explain the appraisal process?

My last appraisal was completed in December 2009. The appraisal process involves the Captain (immediate supervisor) talking with the members of my crew, assembling the appraisal and then reviewing his findings with me. The appraisal was then forwarded to the OIM for his review and comments. It then became part of my personnel record.

17. How many new crew members (or recently promoted) were on your crew?

The Bosn and ABs had no short service employees (<6 months) experience. As far as I can remember, there were no DP Operators with less than 6 months experience in their position.

18. What is the quality of training provided to new employees?

I feel that we did a good job of training new employees of the company.

19. What training is provided onboard the rig for new arrivals, and what is the quality?

Training for new individuals included training as a part of their orientation on arrival, OJT and formal training.

When personnel arrived on the rig for the first time, they were taken through an orientation

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that provided information on their emergency duties (station bill), location of lifesaving equipment, rig familiarization and emergency signals. This initial training was supplemented by training conducted during weekly drills and safety meetings.

In addition the training that was given to all personnel, there was department specific training that occurred. For members of the marine department, this included more in depth training on the operation and use of emergency and lifesaving equipment.

20. What safety & survival training did you receive and do you think it is adequate? I received training on water survival and fire fighting as a part of my professional licensing requirements (STCW). This was supplemented on the water survival and HUET training that I received. Rig specific training was received during drills and safety meetings.

21. What is your position on the Station Bill, and in an emergency? What is your lifeboat station? Life raft station?

When the Fire & Emergency signal sounded I was the On Scene commander. When the Abandonment alarm sounded I was the PIC of Lifeboat #2, which was my assigned lifeboat.

22. What are the first steps to take when shutting in a well, or upon detection of flow? The driller should pick up off bottom (if possible), stop rotation, stop the pumps and close the annulars.

23. Who is able to shear the pipe and disconnect? Primary responsibility for activating EDS rests with the Driller or Toolpusher on the Rig Floor. The Sr. DP Operator has the responsibility for activating the red alert for a DP emergency. The EDS would still be activated by personnel on the Rig Floor. In the event of an emergency where the normal procedures do not apply (no functionality on the Rig Floor, etc), the bridge team had training as to the procedure for initiating an EDS from the BOP Control Panel on the bridge.

Mike is familiar with Transocean's Core Values and commitment to safe operations. He said that the company has progressively gotten better about living up to these values over the last 10 years. Mike's colors are Red/Green and he knows what the colors mean.

When asked about the rig's positive safety tools, Mike said that THINK planning is very useful in the Marine department. It provokes the crew to stop and think. Mike said that TOFS is also a great tool because it's important to know that stopping a job is an okay thing to do. And lastly, Mike said that mentorship has been very positive and believes it has generally led to a slower turnover ratio. He said that overall safety observations could use some improvements. No one likes to confront someone to correct them, but it's something that has to be done. When asked about the Management of Change, Mike said that managing quick change was slow and not captured as well as it could have been.

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Mike said that routine written handovers indicated if certain equipment was not available or if jobs were not completed. He said the crew was very good at passing information on between crews, especially after the flood. Mike said if something wasn't available, the TSTP was documented.

Mike said the last time he called a TOFS was on his last hitch because someone had improper hand placement while changing a valve. Mike completed a START Card everyday because it was company policy. He said START Tours are out of peoples comfort zones, so as a supervisor, he said he needed to set an example. When preparing THINK Plans, Mike said you have to think of the "what ifs". He was complimentary of his ABs and said they did most of the THINK Plan writing. He said THINK drills were treated like an OJT.

Mike received a performance and safety bonus from BP and 30 safety points from Transocean. Mike said that bonuses did not affect this most recent well, but they generally affected the loyalty of the rig. He thinks it made it a better rig.

Mike indicated that the OIM is in charge on location during normal operations and the Captain is in charge during a marine emergency. He said that ideally the Captain is responsible for the mayday, but whoever is on watch needs to be responsible in an emergency. When ordering an abandon ship, Mike said that the Captain would first be responsible, then the Chief Mate. He also said the Captain would make the call to lower the lifeboats. Mike was not entirely sure what the documentation read with regard to activating the EDS. He said the primary authority should be the drill floor. When safety is an issue, it should be activated by the bridge. He said the DPO might be "hard pressed" and not feel like they had the authority to activate the EDS.

Mike said that the Station Bill indicates he is the fire emergency on team commander. In the event of an abandon ship, he is in charge of lifeboat 2. In a hypothetical situation, Mike said he'd like to wait before evacuating even with a full muster, but in this incident there was a 250 ft. fire, which he said he would make the call to evacuate. Mike said the life-saving inspections were just completed the week before the incident, with the exception of the fixed CO2. He said the documentation was with Schuber Hughkins at Total Safety.

Mike said the over-speed testing was conducted by the engineers with ABS and the Coast Guard. He commented on the need to implement stretcher drills. He said that the week before the incident, they were trying to get the crew down to 144 for the additional bed space. When commenting on the lifeboat braking mechanism, Mike said that once the brake was released, it couldn't be stopped remotely. However, it could be stopped manually from the deck.

When discussing the standby generator, Mike said it took 600 seconds to initiate from a dead start. Engines 3 and 4 would be the engines to get up and running during a blackout. These two engines would normally start automatically. He said it took 48 seconds to sync to

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the bus after a blackout. The 1<sup>st</sup> thruster would take 2 minutes. The UPS designated 1-8 for the thrusters. (I missed something here.) He said there were 5 separate UPSs for the DP system.