

From: Johnson, Paul (Houston)  
Sent: Friday, June 04, 2010 3:15 PM  
To: Myers, Steve (Houston)  
Subject: FW: GOM34734 has been scanned

Attachments: GOM34734.pdf

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ATTORNEY-CLIENT COMMUNICATION, DOCUMENT(S) PREPARED IN ANTICIPATION OF LITIGATION

Regards

Paul Johnson

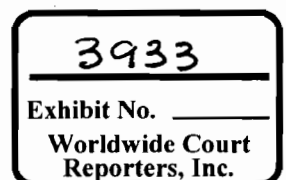
Office 832 587 8533

Mobile 281 685 6524

-----Original Message-----

From: GOM34 [mailto:GOM34@deepwater.com]  
Sent: Thursday, February 04, 2010 3:21 AM  
To: Johnson, Paul (Houston)  
Subject: GOM34734 has been scanned

The following document has been scanned on the Fiery and attached to this email:  
GOM34734.pdf



CONFIDENTIAL

TRN-MDL-01292632





To: John Guide  
Drilling Team leader  
BP

From: Paul Johnson  
Rig Manager  
Deepwater Horizon

Date: Feb 03, 2010

Subject: MC 727 #2 well Kodiak Prospect

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John,

We appreciate the fact BP has chosen to award our team a "discretionary bonus" for our performance on the : MC 727 #2 well (Kodiak Prospect). The attached lists of names are the Deepwater Horizon, Art Catering and Clean Blast personnel that are eligible for the award on the well.  
The total amount is to be as followed, \$ 2000.00 per participants.(Pro rated )

Transocean	\$ 323,296.79
Art Catering	\$ 29,081.49
Clean Blast	\$ 8,000
5 % handling Fee	<u>\$ 18,018.91</u>
Total Amount	\$ 378,397.19

The total amount **will not** be Grossed Up.

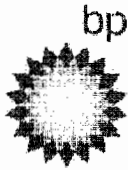
The Transocean Deepwater Horizon Team wishes to thank you for your recognition and will strive to provide BP with continuous improvement In Rig Performance and our total commitment to working Safe.  
Regards

Paul Johnson  
Rig Manager Transocean Deepwater Horizon

Approved by: \_\_\_\_\_  
John Guide

Approved by: \_\_\_\_\_  
Paul Johnson

Approved by: \_\_\_\_\_  
Daun Winslow



## MEMORANDUM

Mississippi Canyon 727 #2  
Kodiak Prospect  
Incentive Award Program

August 25, 2009

In an effort to reward good drilling performance, BP plans to implement a discretionary incentive award program during the drilling of the MC 727 #2 well. The incentive program is designed to reward superior drilling performance, ensure regulatory and environmental compliance and champion safety in the work place. A total performance incentive award of up to \$6,000 per person is possible. This discretionary incentive award program consists of two components, Performance and Safety, which will be administered under the following ground rules:

### Ground Rules

The program starts when the rig is accepted from the Deepwater Horizon UWILD and continues through until the rig is released from MC 727 #2. Total time from rig acceptance through rig release (including well abandonment) will be utilized. There may be adjustments for weather or loop/eddy currents. The scope of the well is to install a total of 7 casing strings while drilling to a final Total Depth of 28,943' MD, 28,675' TVD and fully evaluate the wellbore as per the PDDP. Time adjustments will be made for significant changes of scope including but not limited to, unplanned logs, geologic sidetracks, drilling deeper than planned, etc.

Participants will include all "full time" employees working a regular rotation on the rig, including catering and third-party contractor personnel. Participants transferred or promoted shall have their incentive award pro-rated for the period related to this program. Personnel that are terminated or resign will not be eligible for an incentive award.

Note: (1) "Transitory" employees like casing and logging crews will not be included in the award plan.  
(2) Exceptions may be made by the BP Drilling Supervisor regarding long-term but "transitory" service personnel that are on the project for a high percentage of the time.  
(3) Personnel that are primarily office-based may be included in the award plan at the discretion of the BP Horizon Wells Team Leader.

### Performance - Award

The award rate will be as outlined in the following table:

Total Days	Award	Per day reduction
Less than 100	\$6,000	N/A
101 to 125	\$6000 - \$3000	\$125
126 to 139	\$2000 - \$0	\$150
Above 140	\$0	N/A

### Safety

Scenarios described below will result in reduction and or loss of award.

DAFWC and OSHA Recordable Incidents are to be defined and agreed to by BP and Transocean safety management. One (1) individual OSHA recordable incident that occurs during the course of the well will reduce the award opportunity by 25% for the entire well. In the event there are two (2) recordable incidents, the award for the well will be reduced 100% (no award payout). Each loss time/DAFWC incident shall reduce the award opportunity by 50% for the well. In the event there are two (2) DAFWC incidents, the award for the well will be reduced 100% (no award payout).

One MMS INC will result in 25% reduction in the award for the well. In the event there are two (2) MMS INC events, the award for the well will be reduced 100% (no award payout).

Note: Should an un-reported HSE incident (Recordable, INC, spill, etc.) be discovered, the entire incentive award plan will be suspended immediately.

### Administration

Transocean will administer the award for their employees and catering personnel. Third-party contractors will administer the award to their personnel. Award payments will be made less required taxes and withholdings.

Bonus Worksheet						
Bonus Date		Kodiak Appraisal-Well# MC 727#2				
09/25/09 thru 01/30/10		128 days total/// \$15.625 Per Day///				
		\$2000.00 Max				
5121	GROSS UP					
EMPLID	LAST NAME		AMOUNT	Notes	Days	
17267	Anderson	Jason	2000.00		128	
504231	Anderson	Joseph	1468.75	Arrived 29-Oct-09	94	
02659	Armstrong	Daniel	2000.00		128	
18393	Arnold	Ronnie	1937.50	PLOA 15-Oct to 18-Oct	124	
43663	Barron	Daniel	2000.00		128	
74268	Bass	Gary	2000.00		128	
22352	Bass	Terry	2000.00		128	
504014	Bayer	Sean	1953.12	Arrived 28-Sep-09	125	
503197	Beam	Dustin	828.12	PLOA 6-Nov to 16-Nov, Transferred 27-Nov	53	
12929	Beard	Rex	2000.00		128	
501333	Beckett	Solomon	2000.00		128	
65513	Bertone	Stephen	2000.00		128	
12310	Boudreaux	Wilfred	2000.00		128	
27332	Bridges	Stephen	2000.00		128	
58648	Brown	Doug	2000.00		128	
22341	Burgess	Micah	1968.75	PLOA 28-Oct to 29-Oct	126	
18993	Burkeen	Aaron	2000.00		128	
52637	Burrell	Michael	2000.00		128	
504171	Calcote	Cody	1375.00	Arrived 4-Nov-09	88	
32797	Camacho	Audeliz (John)	2000.00		128	
24273	Carden	Stanley	2000.00		128	
25289	Carroll	John	2000.00		128	
74859	Carroll	Nathan	2000.00		128	
503368	Choy	Christopher	2000.00		128	
65364	Clark	Donald	2000.00		128	
24348	Clements	Jeremy	2000.00		128	
27230	Cobb	Wiley	2000.00		128	
17171	Cochran	Charles	1390.62	Arrived 3-Nov-09	89	
502683	Cola	Kennedy	2000.00		128	
504149	Cole	Thomas	1703.12	Arrived 14-Oct-09	109	
27152	Cooley	Jason	2000.00		128	
74443	Coon	Billy	2000.00		128	
36444	Cox	Patrick	2000.00		128	
502594	Crawford	Truitt	2000.00		128	
22442	Cummings	Russ	2000.00		128	
22956	Curtis	Stephen	1968.75	PLOA 9-Dec to 10-Dec	126	
51393	Cutrer	Michael	2000.00		128	
504133	Daniels	Jarred	1718.75	Arrived 13-Oct-09	110	
68501	Daniels	Paul	2000.00		128	
35591	Davey	Mark	1890.62	PLOA 30-Nov to 6-Dec	121	
321988	Davis	Tyneke	2000.00		128	
504060	Dempsey	Clinton	1671.87	Arrived 5-Oct, MLOA 31-Dec-09 to 10-Jan-10	107	
88516	Derouen	Antoine	2000.00		128	
12383	Deshotel	Robert	2000.00		128	
22466	Dilcello	Mike	1390.62	Arrived 3-Nov-09	89	
23023	Dow	Mike	2000.00		128	
17232	Duffy	Willard	2000.00		128	
502591	Duhon	Christopher	2000.00		128	
64536	Dupont	Thomas	2000.00		128	
25217	Dupre	Bryan	2000.00		128	
501014	Estrada	Eric	2000.00		128	
171611	Evans	Joseph	2000.00		128	
12056	Ezell	Randy	2000.00		128	
35508	Fleytas	Andrea	2000.00		128	

EMPLID	LAST NAME		AMOUNT		Notes	Days
503743	Foster	Joshua	2000.00			128
02067	Francis	Bill	2000.00			128
72711	Frevale	Gene	2000.00			128
17459	Gates	David	1515.62		Transferred 30-Dec-09	97
35599	Glendenning	Michael	2000.00			128
18957	Graham	Anthony	2000.00			128
13933	Hackney	David	531.25		Arrived 28-Dec-09	34
27142	Hadaway	Troy	2000.00			128
23601	Hall	Antonio	2000.00			128
12905	Harrell	Jimmy	2000.00			128
16145	Hay	Mark	2000.00			128
34661	Holloway	Caleb	2000.00			128
27155	Hughes	Matthew	2000.00			128
502639	Humphries	Kevin	2000.00			128
35467	Humphries	Donnie	2000.00			128
25580	Ingram	James	828.12		Arrived 9-Dec-09	53
22345	Isaac	Jerry	2000.00			128
502979	Jacobs	Matthew	2000.00			128
22867	James	Sebastian	2000.00			128
03290	Jeffcoat	Kevin	2000.00			128
02787	Jernigan	William	2000.00			128
502578	Johnson	Dustin	2000.00			128
71020	Johnson	Kevin	1875.00	PLOA 9-Oct to 14-Oct and 6-Nov to 7-Nov		120
288882	Johnson	Paul	2000.00			128
23168	Johnson	William	2000.00			128
177857	Jones	Keith	2000.00			128
503921	Joseph	Keith	1890.62		Arrived 1-Oct-09	121
503969	Kearns	Robbie	2000.00			128
03326	Keller	Matthew	2000.00			128
01302	Kemp	Roy	2000.00			128
16809	Kent	James	2000.00			128
18534	Keplinger	Yancy	1890.62		PLOA 2-Oct to 8-Oct	121
34874	Kersey	Jonathan	2000.00			128
18759	Kleppinger	Karl	2000.00			128
68387	Kuchta	Curt	2000.00			128
25228	Ladner	Todd	2000.00			128
17385	Latiolais	Dwayne	2000.00			128
12558	Leddy	Tom	582.50		Transferred 30-Oct-09	36
321732	LeJeune	Derrick	2000.00			128
26005	Lindsey	Micah	2000.00			128
322061	Lupo	Nicholas	2000.00			128
35570	Mansfield	Brent	2000.00			128
23163	Martinez	Dennis	2000.00			128
12603	Mayfield	Mike	2000.00			128
35596	McGowan	Sean	2000.00			128
16381	McRaney	Luther	2000.00			128
18830	McWhorter	Owen	2000.00			128
503455	Meinhart	Paul	812.50		Arrived 10-Dec-09	52
43870	Morales	Heber	2000.00			128
73019	Morgan	Patrick	2000.00			128
322437	Moss	Eugene	2000.00			128
26046	Murray	Chad	1968.75		MLOA 26-Oct to 27-Oct	126
79497	Musgrove	James	2000.00			128
43816	Nemirovsky	Daniel	1265.62		Arrived 11-Nov-09	81
503585	Nunley	Mark	2000.00			128
79813	Odenwald	Jay	2000.00			128
503510	Oldham	Jarod	2000.00			128
35530	Page	Rodney	2000.00			128
14085	Parker	Louis	2000.00			128
22482	Parsons	James O	2000.00			128
69054	Pelican	James	2000.00			128
69061	Petty	Alonzo	2000.00			128
01353	Pigg	Samuel	2000.00			128
25582	Pitts	Jerry	2000.00			128

EMPLID	LAST NAME		AMOUNT	Notes	Days
72366	Pleasant	Chris	2000.00		128
73473	Predki	Richard	2000.00		128
502874	Prine	Jonathan	890.62	Arrived 20-Nov-09	57
502500	Procell	Colby	2000.00		128
502532	Ramos	Carlos	2000.00		128
72918	Ray	Barney	2000.00		128
19053	Reed	Keith	750.00	Transferred 11-Nov-09	48
12854	Revette	Dewey	2000.00		128
26023	Rhodes	Karl	2000.00		128
16915	Richards	Steven	2000.00		128
35558	Roark	Stenson	2000.00		128
26552	Roche	Nathaniel	1890.62	MLOA 9-Oct to 15-Oct	121
69121	Romero	Dwayne	2000.00		128
01398	Roshto	Shane	2000.00		128
35581	Rupinski	Darin	2000.00		128
60132	Ryan	Rodney	2000.00		128
504078	Sablatura	Michael	1953.12	Arrived 28-Sep-09	125
34795	Sams	Robert	2000.00		128
23716	Sanchez	Ncel	328.12	Transferred 15-Oct-09	21
01744	Sandell	Micah	2000.00		128
23146	Sanders	John	2000.00		128
01275	Sandidge	Casey	1906.25	PLOA 13-Nov to 18-Nov	122
35512	Scafidel	Jerry	2000.00		128
17569	Sellers	Terry	2000.00		128
19005	Sepulvado	Michael	2000.00		128
25197	Seraile	Allen	2000.00		128
16399	Simmons	Joe	2000.00		128
25669	Spangler	Wilmer	2000.00		128
34699	Stockstill	Steven	2000.00		128
501372	Stone	Stephen	1859.37	PLOA 20-Oct to 28-Oct	119
18244	Stoner	Willie	2000.00		128
02932	Taylor	Carl	2000.00		128
34678	Terrell	William	2000.00		128
25312	Thibodeaux	Justin	2000.00		128
18838	Tiano	Robert	2000.00		128
23746	Trenum	Ronald	2000.00		128
435211	Turner	Samuel	2000.00		128
23038	Turner	Terrence	2000.00		128
01070	Verhaar	Derek	2000.00		128
69254	Votaw	James	2000.00		128
27285	Washam	Brandon	2000.00		128
012622	Watson	Nickalus	2000.00		128
61443	Watson	Robert	2000.00		128
502436	Weise	Adam	2000.00		128
185223	Wheeler	Wyman	2000.00		128
26047	Whittle	John	1937.50	PLOA 10-Oct to 13-Oct	124
504226	Williams	Charlie	1375.00	Arrived 4-Nov-09	88
34658	Williams	Harmon	2000.00		128
34721	Williams	Michael	2000.00		128
25249	Williams	Sarah	2000.00		128
18892	Windham	Allen	2000.00		128
02085	Young	David	2000.00		128



EMPLID	LAST NAME		AMOUNT		Notes	Days
		<b>ART Catering Staff</b>				
	Bess	Edward	1187.50		Arrived 16-Nov-09	76
	Boyd	Steven	2000.00			128
	Butler	Brent	2000.00			128
	Davis	Matthew	2000.00			128
	Free	Kenneth	2000.00			128
	Green	Clarence	2000.00			128
	Hearn	Robert	2000.00			128
	John	Derrick	2000.00			128
	Jones	Brad	2000.00			128
	King	Bill	531.25		Arrived 28-Dec-09	34
	McBarnette	Shane	640.62		Arrived 21-Dec-09	41
	Reed	Darrell	2000.00			128
	Stevens	Virginia	2000.00			128
	Tannis	Kennuel	722.12		Arrived 14-Oct-09	109
	Ussins	Renard	2000.00			128
	Walker	Paula	2000.00			128
	Williams	Ira	2000.00			128
		<b>Clean Blast</b>				
	Garcia	Ray	2000.00			128
	Gonzalez	Michael	2000.00			128
	Jasso	Enrique	2000.00			128
	Longoria	Ted	2000.00			128
		<b>Transocean Total:</b>	<b>\$323,296.79</b>			
		<b>ART Catering Total:</b>	<b>\$29,081.49</b>			
		<b>Clean Blast:</b>	<b>\$8,000.00</b>			
		<b>Total Amount:</b>	<b>\$360,378.28</b>			

**Johnson, Paul (Houston)**

**From:** Guide, John [John.Guide@bp.com]  
**Sent:** Monday, February 01, 2010 10:02 AM  
**To:** Johnson, Paul (Houston)  
**Cc:** Sims, David C; Mike.Healey@bp.com; Bond, Stan L  
**Subject:** Kodiak #2 Incentive  
**Attachments:** Kodiak 2 incentive plan .doc

Paul, congratulations to you and the Horizon rig crew for the safe, successful delivery of the Kodiak #2 well. An incentive plan was put in place prior to spudding the well to reward both safety and performance. Attached is the original Kodiak #2 incentive plan explaining the ground rules. As per these rules, Bp has adjusted the payout based on a reduced scope of work that included the elimination of whole core and drill pipe assisted wire line operations. I am extremely pleased with the Horizons operational performance on Kodiak #2, more over, the safety culture has taken the next step to ensure every task is incident free.

Please submit a list of eligible employees and once approved, administer \$2,000.00 (gross) per individual for TOI and ART as per the attached ground rules. This is billed directly back to Bp including a copy of the incentive letter with the invoice. Thanks again, please call if you have any questions.

*John Guide  
Rm: 02137A WL4  
Office: 281-366-0531  
Cell: 713-252-7918*