

Annual Individual Performance Assessment

Name: Kirk Wardlaw		Line Manager: Dave Rainey
Job title: Chief Land Negotiator	Level: E	SPU/Function: GoM/Finance
Employee number:	New joiner: N	Period reviewed: Mid-year 2008

Delivery against objectives

1.

Delivering S&OI

Mid-year performance conversation

Kirk participates actively and enthusiastically in GoMX safety conversations. He brings particular expertise in the area of personal safety in relation to automobiles and boats. He participates in behavioural-based safety programs on the Westlake campus. In the past he has participated in GoMX leadership site visits to the Deepwater Horizon drilling rig. He plans to make a similar visit to the Bob Palmer jack up rig before the end of 2008.

Year end assessment

Plan to visit Bob Palmer disrupted by Hurricane Ike and ongoing negotiations. Rescheduled for early 2009. Kirk continues to participate actively in LT safety conversations.

2.

Delivering the base plan

Mid-year performance conversation

The "Health of the Land Discipline" review is on track for delivery in 3Q. Kirk's track record of delivery has led to recognition by Mike Daly that he is a "deal closer". Mike's confidence in Kirk is reflected in his decision to involve Kirk in negotiations beyond the GoM. He is the SPA for access to Brazil, and accountable for a major JV cross-assignment with XOM in the Canadian Beaufort.

Year end assessment

The "Health of the Land Discipline" review has been completed and will be presented to SPUL in early 1Q. Brazil negotiations on hold for political changes in Brazil. Kirk fully engaged and providing excellent coaching to the Canadian Beaufort Team in Calgary.

3.

Continuous Improvement Program

Mid-year performance conversation

Kirk has played his part in delivering the GoMX cash cost reduction target of \$5 million. All other CIP targets are either delivered or on track. In particular, the Julia/Tucker trade/cross-assignment led to delivery of the "save the Tucker leases" stretch target.

Year end assessment

All CIP objectives delivered. In particular, conceptualizing, negotiating, and closing the Ecopetrol deal delivered an in-year challenge from the Exploration Forum to complete the Will K well at zero 2008-spend. Outcome is Will K at 60% working interest and 1% cost interest, with the 1% spend in 2009!

4.

Leadership

Mid-year performance conversation

Kirk's relationship with the GoM Land Manager is strong. The organizational relationship has the potential to be difficult and an obstacle to delivery. It is a credit to both Kirk and Kemper that they have succeeded in making it work, by leveraging each others' skills in a way that has strengthened and improved performance on behalf of the SPU. Kirk is conscious of his obligations to coach and mentor both Kemper, and Kemper's staff in a way that is constructive and motivating for all.

Year end assessment

Continuing to work with Kemper Howe to coach and mentor Land staff. Takes particular interest in less experienced staff – working with Mike Beirne and Ameer Patel.

5.

This form expands automatically when used in Microsoft Word. You are not limited by the size of the boxes.

EXHIBIT

3018

tabbles

Mid-year performance conversation

Year end assessment

Behaviours in support of delivery

Draw on the attributes of the Leadership Framework, Code of Conduct and other applicable Group Standards in assessing behaviour.

Review the key behavioural attributes (\pm two) which strongly contributed to this delivery and how these might be used to further enhance performance.

Mid-year performance conversation

Year end assessment

Kirk is action oriented and very focused on delivery of results. He has rightly developed a reputation as a "deal closer" with senior leadership in London. Appropriately, this has led to a broadening of his role beyond the GoM. His bias for action is appropriately tempered with a deep understanding of the broader strategic context.

Closed the Ecopetrol deal in 4Q – a remarkable outcome! Kirk brings unique wisdom to negotiations in the GoM and beyond. Clearly capable of operating simultaneously in multiple business environments and cultures.

Review the key behavioural attributes (\pm two) that, had they been stronger, would have resulted in a higher level of delivery; discuss actions needed to develop these attributes.

Mid-year performance conversation

Year end assessment

Kirk is working to grow his skills in the arena of coaching and mentoring – especially from a position of influence versus a direct line manager position. He is acutely aware of his obligations in this area, and is actively seeking both external and internal training opportunities.

The "Health of the Discipline" Review could have been more powerful initially if Kirk had worked more with Kemper to simplify the messages for a non-Land based audience (SPUL).

Where behaviour has had an impact on performance, what is the action plan to address any issues?

Looking for training opportunities in the arena of coaching and mentoring.

Overall performance

Line manager

Individual

Mid-year performance conversation

This form expands automatically when used in Microsoft Word. You are not limited by the size of the boxes.

This has been a good first half of the year for Kirk. All deals required to facilitate 2008 activity have been delivered, and others with longer-term implications are on track. The "Health of the Land Discipline Review and Forward Plan" is a major deliverable for the second half of the year.

Year end assessment

Closing the Ecopetrol deal was the highlight of the second half of the year. Kirk's reputation as a "deal closer" now recognized by Mike Daly and reflected in Mike's request to have Kirk oversee the Canadian Beaufort cross-assignment with XOM.

Designing, negotiating and closing the Ecopetrol was a challenge given the numerous external and internal factors facing Ecopetrol (economy downturn and other opportunities in the GoM) and BP during the six months of negotiations. The Ecopetrol deal is a perfect example of how great team work delivers great results. The entire team from subsurface, drilling, legal, tax, commercial and senior management was seamless. It's a real pleasure to work with a group like this.

Annual individual performance rating [BE, ME, EE, E]

E

Record the individual performance rating once calibrated and finalised.

At a minimum, compliance with the Code of Conduct, Leadership Framework (for FLLs and above) and other applicable Group Standards is required to be rated at ME or above.

Dates:

Objectives set:.....

Mid-year conversation:.....

Year-end assessment:.....

E-Signature

(Individual)

E-Signature

(Line manager)

Once you have completed the form please save a copy to your computer, and at the end of the year:

UK – Your Line Manager should email this form to the myHR Service Centre, Glasgow at hrrsupport.eur@exult.net, copying you on the email. This form will then be recorded as complete on PeopleSoft (the HR system of record)

US – Contact your HR Manager to confirm where the form should be directed

MOW – Refer to your Line Manager and / or HR manager to confirm your country specific practice

This form expands automatically when used in Microsoft Word. You are not limited by the size of the boxes.

Appendix A - Development

Use this space to record in-year development plans and actions to support the achievement of the objectives listed above

Kirk will work with Cynthia Blankenship to participate in a site visit to the Bob Palmer jack-up rig.

Kirk will contact Cindi Skelton and offer his expertise for OMS gap assessment/closure in the areas of regulatory and contract compliance.

Kirk will continue to seek opportunities for training in the arena of coaching and mentoring.

Through 2009, Kirk will work with Kemper Howe to ensure that they each have awareness of each other's activities.

In 2008, the demographic challenges of the Land team have been largely addressed. Next challenge is succession for Kirk and Kemper. This will be addressed in 2009.

Note: The PDP form should be used to record development plans and career aspirations for the future. The PDP form can be downloaded from:

http://onehr.bpweb.bp.com/CYP/en/onehr_learning_global_Personal_development_planning.aspx

This form expands automatically when used in Microsoft Word. You are not limited by the size of the boxes.