

## CHS PERFORMANCE ASSESSMENT FEEDBACK

PART 1: To be completed by Assessor [WEIGHT: 40%]

Name	Abdul Hadi Bin Hisham	Mob Date	25/3/2025
Position	Junior Field Engineer	Demob Date	11/4/2025
Client	PCSB	Location	KNNAG
Platform	KNJT-C	Well	C01
Assessed By	Name: Mathias Rauth Parag		Position: FIELD ENGINEER 1

<b>RATING LEGEND:</b>	
<b>STRONG</b>	Performance consistently exceeded expectations in all essential areas of responsibility, and the quality of work overall was excellent
<b>ADEQUATE</b>	Performance consistently met expectations in all areas of responsibility, at times possibly exceeding expectations, and the quality of work overall was very good
<b>IMPROVEMENT NEEDED</b>	Performance did not consistently met expectations - performance failed to meet expectations in one or more essential areas of responsibility

Assessment Criteria	Rating (Please ✓ where appropriate)
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**Safety Awareness (20%)**

- a. Usage of Personal Protective Equipment
- b. Participation in UAUC
- c. Understanding of PTW System
- d. Worksite House Keeping

		STRONG			ADEQUATE			IMPROVEMENT NEEDED		
		10	9	8	7	6	5	4	3	2
a.	Usage of Personal Protective Equipment	✓								
b.	Participation in UAUC			✓						
c.	Understanding of PTW System			✓						
d.	Worksite House Keeping			✓						


**Work Performance (20%)**

- e. Initiative and Creativity
- f. Decision Making Capability
- g. Understanding of Job Scope
- h. Tools Inventory and Reporting
- i. Work Quality
- j. Reporting
- k. Punctuality and Time Keeping
- l. Teamwork
- m. Communication
- n. Leadership Skills
- o. Adaptability to Work Environment/Surrounding
- p. Attitude
- q. Discipline

e.	Initiative and Creativity			✓						
f.	Decision Making Capability				✓					
g.	Understanding of Job Scope	✓								
h.	Tools Inventory and Reporting			✓						
i.	Work Quality				✓					
j.	Reporting			✓						
k.	Punctuality and Time Keeping	✓								
l.	Teamwork			✓						
m.	Communication				✓					
n.	Leadership Skills				✓					
o.	Adaptability to Work Environment/Surrounding				✓					
p.	Attitude			✓						
q.	Discipline			✓						

**REMARKS/COMMENTS/FEEDBACK ON PERFORMANCE OR AREAS OF IMPROVEMENT:**

Overall performance was good, job were safely executed.

<b>Assessed By</b> <i>[Supervisor]</i>	
<b>Name</b>	MATHIAS RAUTH PARAG
<b>Date</b>	5/5/2025

## CHS PERFORMANCE ASSESSMENT FEEDBACK

PART 2: To be completed by Employee and Assessor [WEIGHT: 60%]

Type of Task	Tasks Performed	Assessor Comment				
<b>1. Pre-Job Preparation and Post Job</b>	Pre Job: I. Surface equipment preparation & testing before mobilisation. II. Assisted for pre job document preparation with Lead FE. Post Job: I. Function test surface equipment & logging tools before handover for maintenance. II. Ensured all PCE equipment returned as per PCE Pre Mob checklist.	Well prepared for both Pre Job and Post Job.				
	<b>Rating (by SUPERVISOR)</b>	<b>STRONG</b>				
	10   9   8	<b>ADEQUATE</b>   <b>IMPROVEMENT NEEDED</b>				
		7   6   5   4   3   2				
<b>2. Rig Up / Rig Down</b>	I. Erected mast until first column before hanging upper PCE. Assisted crew to connect, disconnect lower & upper PCE equipment. III. Assisted crew to connect, disconnect lower PCE to wellhead & hang upper PCE using mast. Assisted FE for tool zeroing at main deck. V. Opened, closed well by turning CV & LMV at Xmas Tree.	II. All crew performed and execute their task safely. Assistance was given with full support.				
	<b>Rating (by SUPERVISOR)</b>	<b>STRONG</b>				
	10   9   8	<b>ADEQUATE</b>   <b>IMPROVEMENT NEEDED</b>				
		7   6   5   4   3   2				
<b>3. Downhole Tools / Equipment Preparation</b>	I. Ensured downhole tools (logging tools, weight bar, adapter, cable head kit, etc) enough for operation. II. Completed logging tools testing before SIT.	Equipment prepared well and tested.				
	<b>Rating (by Operator)</b>	<b>STRONG</b>				
	10   9   8	<b>ADEQUATE</b>   <b>IMPROVEMENT NEEDED</b>				
		7   6   5   4   3   2				
<b>4. Equipment</b>	<b>4.1 Logging Unit / Winch / Power Pack</b>	Able to operate with Supervision.				
	I. Ensured all hoses correctly connected to their ports. II. Daily maintenance check, i.e., diesel, water, RPM, any leakage, anomaly, etc. III. Start up equipment before operation.					
	<b>Rating (by SUPERVISOR)</b>		<b>STRONG</b>			
	10   9   8	<b>ADEQUATE</b>   <b>IMPROVEMENT NEEDED</b>				
		7   6   5   4   3   2				
<b>Employee was able to OPERATE the equipment:</b>		<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 70%;">Under Supervision</td> <td style="width: 30%; text-align: center;">√</td> </tr> <tr> <td>Standalone</td> <td></td> </tr> </table>	Under Supervision	√	Standalone	
Under Supervision	√					
Standalone						
<b>4.2 Mast</b>	I. Ensured all hoses correctly connected to their ports. II. Daily maintenance check, i.e., any leakage, anomaly, etc. III. Start up equipment before operation. IV. Mast rig up before hanging PCE.	Able to operate with Supervision.				
	<b>Rating (by SUPERVISOR)</b>	<b>STRONG</b>				
	10   9   8	<b>ADEQUATE</b>   <b>IMPROVEMENT NEEDED</b>				
		7   6   5   4   3   2				
<b>Employee was able to OPERATE the equipment:</b>		<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 70%;">Under Supervision</td> <td style="width: 30%; text-align: center;">√</td> </tr> <tr> <td>Standalone</td> <td></td> </tr> </table>	Under Supervision	√	Standalone	
Under Supervision	√					
Standalone						
<b>4.3 Pressure Control Equipment (PCE)</b>	I. Ensured all hoses correctly connected to their ports. II. Daily maintenance check, i.e., any leakage, anomaly, etc.	Equipment was prepared and runned normally as per checklist.				
	<b>Rating (by SUPERVISOR)</b>	<b>STRONG</b>				
	10   9   8	<b>ADEQUATE</b>   <b>IMPROVEMENT NEEDED</b>				
		7   6   5   4   3   2				
<b>Employee was able to OPERATE the equipment:</b>		<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 70%;">Under Supervision</td> <td style="width: 30%; text-align: center;">√</td> </tr> <tr> <td>Standalone</td> <td></td> </tr> </table>	Under Supervision	√	Standalone	
Under Supervision	√					
Standalone						

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## CHS PERFORMANCE ASSESSMENT FEEDBACK

PART 2: To be completed by Employee and Assessor [WEIGHT: 60%]

Type of Task	Tasks Performed	Assessor Comment								
	<b>4.4 Genset / Air Compressor</b> I. Ensured all hoses correctly connected to their ports. II. Daily maintenance check, i.e., diesel, water, RPM, any leakage, anomaly, etc. III. Start up equipment before operation.	Equipment was prepared and maintained normally.								
	<b>Rating (by SUPERVISOR)</b>	<b>STRONG</b>			<b>ADEQUATE</b>			<b>IMPROVEMENT NEEDED</b>		
		10	9	8	7	6	5	4	3	2
	<b>Employee was able to OPERATE the equipment:</b>	Under Supervision						<input checked="" type="checkbox"/>		
	Standalone									
<b>5. Logging / Perforation Services</b>	Performed CIS conveyance for RMX & RMT3D (Halliburton).	Capable to execute task with Supervision.								
	<b>Rating (by SUPERVISOR)</b>	<b>STRONG</b>			<b>ADEQUATE</b>			<b>IMPROVEMENT NEEDED</b>		
		10	9	8	7	6	5	4	3	2
	<b>Employee was able to PERFORM the operation:</b>	Under Supervision						<input checked="" type="checkbox"/>		
	Standalone									
<b>6. Job Supervision</b> (if applicable) <i>Please complete this section if you perform any supervisory role during operation</i>	N/A									
	<b>Rating (by SUPERVISOR)</b>	<b>STRONG</b>			<b>ADEQUATE</b>			<b>IMPROVEMENT NEEDED</b>		
		10	9	8	7	6	5	4	3	2
	<b>Please <input checked="" type="checkbox"/> accordingly to confirm the role of the employee during operation</b>	Full Supervisor								
	2nd / Night Supervisor									

**CHS PERFORMANCE ASSESSMENT FEEDBACK**

PART 3: To be completed by Employee and Assessor

DATE	Assignment/Summary Job/Duration	Supervisor's Feedback <small>(Please indicate if employee is able to execute the job UNDER SUPERVISION or STANDALONE)</small>
25/3/2025 - 11/4/2025	KNJT-C01 Eline Conveyance - Halliburton - RMX & RMT3D	UNDER SUPERVISION
<p>Please tick (/) category of services performed:</p> <p> <b>Conveyance:</b> <span style="margin-left: 150px;">E-Line</span> <span style="margin-left: 20px;"><input type="checkbox"/></span> <span style="margin-left: 20px;">/</span> <span style="margin-left: 20px;"><input type="checkbox"/></span> <span style="margin-left: 100px;"><b>Advanced Services</b></span> <span style="margin-left: 20px;">Logging</span> <span style="margin-left: 20px;"><input type="checkbox"/></span> <span style="margin-left: 20px;">Perforation</span> <span style="margin-left: 20px;"><input type="checkbox"/></span> </p>		