

SLICKLINE ASSISTANT PERFORMANCE ASSESSMENT FEEDBACK

(PART 1: To be completed by Assessor)

| | | | |
|--------------------|--|-----------------|--------------------------|
| Name | Mansyur Bin Wahyuddin | COB Date | 1/05/2024 |
| Position | Slickline assistant 3 | RTB Date | 8/05/2024 |
| Client | Hibiscus | Location | SFJT-E (IWS non routine) |
| Platform | South Furious | Well | SF 515 / SF 505 / |
| Assessed By | Kelley Nanta Position: SLICKLINE OPERATOR | | |

RATING LEGEND:

| | |
|---------------------------|---|
| STRONG | Performance consistently exceeded expectations in all essential areas of responsibility, and the quality of work overall was excellent |
| ADEQUATE | Performance consistently met expectations in all areas of responsibility, at times possibly exceeding expectations, and the quality of work overall was very good |
| IMPROVEMENT NEEDED | 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) |
|---------------------|-------------------------------------|
|---------------------|-------------------------------------|

Safety Awareness (20%)

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

| STRONG | | | ADEQUATE | | | IMPROVEMENT NEEDED | | |
|--------|---|---|----------|---|---|--------------------|---|---|
| 10 | 9 | 8 | 7 | 6 | 5 | 4 | 3 | 2 |
| | ✓ | | | | | | | |
| ✓ | | | | | | | | |
| ✓ | | | | | | | | |
| | ✓ | | | | | | | |

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

| | | | | | | | | |
|---|---|---|--|--|--|--|--|--|
| | ✓ | | | | | | | |
| | | ✓ | | | | | | |
| | | ✓ | | | | | | |
| | | ✓ | | | | | | |
| | ✓ | | | | | | | |
| | ✓ | | | | | | | |
| ✓ | | | | | | | | |
| ✓ | | | | | | | | |
| | ✓ | | | | | | | |
| | ✓ | | | | | | | |
| | ✓ | | | | | | | |
| ✓ | | | | | | | | |
| ✓ | | | | | | | | |

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

Able to apply PTW and good understanding on PTW system

Able to servicing slickline tools, especially fishing tools. Able to function test on surface.

Very good attitude and have a good team work with crew.

I want to personally thanks you for your effort and hard working. I really appreciate that to work with you.

| | |
|----------------------------------|---------------|
| Assessed By [Operator] | <i>kelley</i> |
| Name | Kelley Nanta |
| Date | 8/05/2024 |

Doc.Ref.No.: SLS-FORM-13
Revision No.: 03

CONTROLLED COPY

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Effective Date: 22/05/2023
(Rev.02,Dated:14/06/19-OBSOLETE)

SLICKLINE ASSISTANT PERFORMANCE ASSESSMENT FEEDBACK

(PART 2: To be completed by Employee and Assessor)

| Type of Task | Tasks Performed | Assessor Comment | | | | | | | | | | | | | | | | | | | | | | | | | | |
|---|---|----------------------|--------|----------|---|----------|--------------------|---|--------------------|--|--|--|----|---|---|---|---|---|---|---|---|--|--|--|--|--|--|--|
| 1. Pre-Job Preparation | A. Conducted Permit to work and Tool box Talk. B. pre-Job briefing on operation. C. Walk around and ensure all potential hazard has been eliminated at the work site area. D. List down the equipment SN on site and validation. E. Check and ensure all the equipment based on check list. F. Prepared the DHT based on program/operation. G. Perform housekeeping before while and after operation. | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <th style="width: 25%;">Rating (by Operator)</th><th colspan="3">STRONG</th><th colspan="3">ADEQUATE</th><th colspan="3">IMPROVEMENT NEEDED</th></tr> <tr> <td></td><td style="text-align: center;">10</td><td style="text-align: center;">9</td><td style="text-align: center;">8</td><td style="text-align: center;">7</td><td style="text-align: center;">6</td><td style="text-align: center;">5</td><td style="text-align: center;">4</td><td style="text-align: center;">3</td><td style="text-align: center;">2</td></tr> </table> | Rating (by Operator) | STRONG | | | ADEQUATE | | | IMPROVEMENT NEEDED | | | | 10 | 9 | 8 | 7 | 6 | 5 | 4 | 3 | 2 | | | | | | | |
| Rating (by Operator) | STRONG | | | ADEQUATE | | | IMPROVEMENT NEEDED | | | | | | | | | | | | | | | | | | | | | |
| | 10 | 9 | 8 | 7 | 6 | 5 | 4 | 3 | 2 | | | | | | | | | | | | | | | | | | | |
| 2. Surface Equipment Rig-up | A. Hook up the equipment hoses and ensure whip check attached. B. Ensure all PCE thread in good condition and apply grease before make up. C. Ensure O-ring attached and undamaged. D. Ensure all the Equipment Earthing cable installed E. Change stuffing Box packing if needed. F. Ensure The PCE equipment operated while and perform function test. G. Install anchor at the right point and ensured all shackle attached with safety pin. H. Perform function test on SWCP& Leak test on Hoses. I. Check and ensure the weight indicator operated well. <i>Change/tee up Oil if needed</i> | | | | | | | | | | | | | | | | | | | | | | | | | | | |
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| | 10 | 9 | 8 | 7 | 6 | 5 | 4 | 3 | 2 | | | | | | | | | | | | | | | | | | | |
| 3. Tools / Equipment Preparation | A. Prepared the DHT based on program/operation. B. Ensured the DHT operated well and suitable size used. C. Ensured the DHT correct pin install. Change if needed. D. Perform Function test and simulation test on surface. E. Service tools before and after operation. F. Ensure all connection tightened before operation. | | | | | | | | | | | | | | | | | | | | | | | | | | | |
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| | 10 | 9 | 8 | 7 | 6 | 5 | 4 | 3 | 2 | | | | | | | | | | | | | | | | | | | |
| 4. Equipment Problem Troubleshooting <i>[Please state type of equipment and describe troubleshooting job performed]</i> | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
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| | 10 | 9 | 8 | 7 | 6 | 5 | 4 | 3 | 2 | | | | | | | | | | | | | | | | | | | |
| 5. Downhole Tools Servicing/Redressing/Maintenance | A. Perform simulation test on surface on DHT and Ensure operated well. B. Make up Tools based on program. C. Ensure the tools used suitable. D. Pinning DHT and change packing for safety valve/plug if needed. E. Check and clean tools after operation. F. Ensure all cross over and DHT part connection tighten G. Function test safety valve flipper | | | | | | | | | | | | | | | | | | | | | | | | | | | |
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| | 10 | 9 | 8 | 7 | 6 | 5 | 4 | 3 | 2 | | | | | | | | | | | | | | | | | | | |

| Type of Task | Tasks Performed | Assessor Comment | | | | | | | | | |
|---|--|------------------|---|---|--------------------------|---|---|--------------------|---|---|--|
| 6. Tools Inventory & Reporting | A. monitored the Tools movement and updated in inventory. B. Check and Ensure equipment list on site followed based on document given. C. Prepared Documentation for operation program given/material request/COG D. Done the Company Daily operation report/ daily equipment check list. | | | | | | | | | | |
| | Rating (by Operator) | STRONG | | | ADEQUATE | | | IMPROVEMENT NEEDED | | | |
| | | 10 | 9 | 8 | 7 | 6 | 5 | 4 | 3 | 2 | |
| 7. Equipment Operation | [Operator to rate TSA / SA / SSA competency in operating the equipment] | | | | | | | | | | |
| | Rating (by Operator) | STRONG | | | ADEQUATE | | | IMPROVEMENT NEEDED | | | |
| | | 10 | 9 | 8 | 7 | 6 | 5 | 4 | 3 | 2 | |
| | Power Pack | | √ | | | | | | | | |
| | Air Compressor | | | | | | | | | | |
| | GenSet | | | | | | | | | | |
| | Control Panel | | √ | | | | | | | | |
| | Test Pump | | √ | | | | | | | | |
| | Pressure Control Equipment | | √ | | | | | | | | |
| | Mast | | | | | | | | | | |
| | Weight & Measuring Devices | | | √ | | | | | | | |
| | Downhole Tools | | √ | | | | | | | | |
| Total | | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| Comments by Operator [please specify competency gaps / area of improvement] | | | | | | | | | | | |
| EXECUTE THE WELL SERVICES OPERATION (IF ANY) (Operating Winch) | | | | | | | | | | | |
| Date / Location / Well No. / Job Type | Activity Summary | | | | Toolstring Configuration | | | | | | |
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| | Rating (by Operator) | STRONG | | | ADEQUATE | | | IMPROVEMENT NEEDED | | | |
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| | Comments by Operator [please specify competency gaps / area of improvement] | | | | | | | | | | |

| Type of Task | | Tasks Performed | Assessor Comment |
|--------------|----------|----------------------------|-----------------------------------|
| JOB DETAIL: | | | |
| DATE | WELL NO. | JOB TYPE | STATUS (COMPLETE / INCOMPLETE) |
| 5/01/2024 | SF505 | monitored SWCP for CTU ops | 5/02/2024 |
| 5/03/2024 | SF515 | fishing | 5/06/2024 |
| | | | |
| | | | |

To be completed by verifier (FSM)

SUMMARY OF OVERALL PERFORMANCE

| | | Score | | |
|---|--|--------|-------|--------|
| | | Weight | Total | % |
| A | Safety Awareness | 20 | #REF! | #REF! |
| B | Work Performance | 20 | #REF! | #REF! |
| C | Technical Skills | 60 | 52 | 44.571 |
| | 1. Pre-Job Preparation | 8 | | |
| | 2. Surface Equipment Rig-up | 7 | | |
| | 3. Tools / Equipment Preparation | 8 | | |
| | 4. Equipment Problem Troubleshooting | 9 | | |
| | 5. Downhole Tools Servicing/Redressing/Maintenance | 6 | | |
| | 6. Tools Inventory & Reporting | 7 | | |
| | 7. Equipment Operation | 7 | | |
| D | TOTAL (A+B+C) | 100 | | #REF! |