



FULL NAME: FARHAN AMRAN  
SENIORITY DATE: \_\_\_\_\_  
CONFIRMATION DATE: FEB 2023  
REGION: EMO  
DEVISION: CHS  
CONTROL DATE: 04 DEC 2023



### JFE Control Process

JFE expectations are set per your location requirements, but below you will find some guidelines and minimum requirements to help you succeed in the process.

A JFE shall expect to do their JFE control within 12-18 months after joining Dimension Bid Sdn. Bhd. The JFE control is on basic knowledge in order meet minimum competency level to run CHS common services.

The path for JFE to prepare for FE1 control will be:

1. Complete reports as following:

- a. Offshore Visit Report
- b. JFE Project Report
- c. Break Out Job - Post Job Report
- d. Break Out Job - Final Log Package

2. Complete paperwork as following:

- a. JFE Break Out Job Evaluation and Competency Form (JFEBOJ-1)
- b. JFE Evaluation Sheet (JFE-1)
- c. JFE Technical Evaluation Sheet (JFE-2)
- d. JFE Evaluation Checklist (JFECL-1)

3. Complete 1ea Technical Presentation

JFE need to prepare 1 technical presentation on services that JFE is proficient on. They do not have to be self-made. You can use presentation from supplier, training presentation or from others on you location. Target audience to be presented is Engineer, Operators or Support Role at your location. The management will evaluate the presentation and sign off you control sheet once the presentation done. Please practice your presentations and expect questions from audience.

**After successfully passing the Management Control and Review, JFE should hand in the complete package of promotion to HR department at KL and send the scan copy of their package to SQC, FSM and Training Coordinator.**





## JUNIOR FIELD ENGINEER EVALUATION SHEET CASED HOLE SERVICES

### JUNIOR FIELD ENGINEER (JFE) DETAILS

FULL NAME				SENIORITY DATE	
BARHAN AMRAN					
REGION	DIVISION	UNIT/SECTION	LOCATION	CONFIRMATION DATE	
WMO	CHS	E-LINE / EMTE	KEMAMAN	FEB 2023	

SAFETY	Y	N	ASSESSED BY	DATE	EXPLOSIVES SAFETY	Y	N	ASSESSED BY	DATE
DB HSES Policy	<input checked="" type="checkbox"/>	<input type="checkbox"/>	FAHUS	04/12/23	Introduction to Explosive Safety	<input checked="" type="checkbox"/>	<input type="checkbox"/>	FAHUS	04/12/23
CHS Risk Assessment and Hazard Identification	<input checked="" type="checkbox"/>	<input type="checkbox"/>	FAHUS	04/12/23	Safe Explosive Materials Handling	<input checked="" type="checkbox"/>	<input type="checkbox"/>	FAHUS	04/12/23
Field Safety and PTW Familiarization	<input checked="" type="checkbox"/>	<input type="checkbox"/>	FAHUS	04/12/23	Explosive SOP/Guideline	<input checked="" type="checkbox"/>	<input type="checkbox"/>	FAHUS	04/12/23

Custodian Name and Position	Cased Hole Services EMO Dimension Bid (M) Sdn Bhd	Custodian Signature/Date	FAHUS 04/12/23
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SERVICE QUALITY	Y	N	ASSESSED BY	DATE	EXPLOSIVES SAFETY	Y	N	ASSESSED BY	DATE
SQ Fundamentals	<input checked="" type="checkbox"/>	<input type="checkbox"/>	FAHUS	04/12/23	Basic Knowledge of E-line Services	<input checked="" type="checkbox"/>	<input type="checkbox"/>	FAHUS	04/12/23
Post Job Review	<input checked="" type="checkbox"/>	<input type="checkbox"/>	FAHUS	04/12/23	Tools and Equipment Handling	<input checked="" type="checkbox"/>	<input type="checkbox"/>	FAHUS	04/12/23

Custodian Name and Position	Cased Hole Services EMO Dimension Bid (M) Sdn Bhd	Custodian Signature/Date	FAHUS 04/12/23
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PERSONAL QUALITY	Y	N	ASSESSED BY	DATE	EXPLOSIVES SAFETY	Y	N	ASSESSED BY	DATE
Learning Initiative	<input checked="" type="checkbox"/>	<input type="checkbox"/>	FAHUS	04/12/23	Field Operations Readiness Status	<input checked="" type="checkbox"/>	<input type="checkbox"/>	FAHUS	04/12/23
Time Discipline	<input checked="" type="checkbox"/>	<input type="checkbox"/>	FAHUS	04/12/23	Stress Management	<input checked="" type="checkbox"/>	<input type="checkbox"/>	FAHUS	04/12/23
Command/Instruction Handling	<input checked="" type="checkbox"/>	<input type="checkbox"/>	FAHUS	04/12/23	Communication Skills - Writing	<input checked="" type="checkbox"/>	<input type="checkbox"/>	FAHUS	04/12/23
Self Confident	<input checked="" type="checkbox"/>	<input type="checkbox"/>	FAHUS	04/12/23	Communication Skills - Speaking	<input checked="" type="checkbox"/>	<input type="checkbox"/>	FAHUS	04/12/23

Custodian Name and Position	Cased Hole Services EMO Dimension Bid (M) Sdn Bhd	Custodian Signature/Date	FAHUS 04/12/23
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MANAGEMENT/ADMINISTRATION	Y	N	ASSESSED BY	DATE	EXPLOSIVES SAFETY	Y	N	ASSESSED BY	DATE
Inventory Planning/Execution	<input checked="" type="checkbox"/>	<input type="checkbox"/>	FAHUS	04/12/23	Audit/Inspection Knowledge	<input checked="" type="checkbox"/>	<input type="checkbox"/>	FAHUS	04/12/23
Materials Planning/Handling	<input checked="" type="checkbox"/>	<input type="checkbox"/>	FAHUS	04/12/23	QMS and ISO Knowledge	<input checked="" type="checkbox"/>	<input type="checkbox"/>	FAHUS	04/12/23

Custodian Name and Position	Cased Hole Services EMO Dimension Bid (M) Sdn Bhd	Custodian Signature/Date	FAHUS 04/12/23
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MANAGER'S COMMENTS	Specify the candidate main strong points and development areas
	Eligible and competent to be promoted to FE1.

CANDIDATE'S COMMENTS	Add comments about the support you have received from your tutor/location

JFE RECOMMENDED FOR FE I POSITION ?	YES <input checked="" type="checkbox"/>	NO <input type="checkbox"/>	Remark : If NO, please submit e-mail to FSM and specify details here.
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CANDIDATE'S SIGNATURE	INSTRUCTOR'S SIGNATURE	MANAGER'S SIGNATURE	DATE
FAHUS		FAHUS	04/12/23

Faris Mohammad Firdaus  
Field Service Manager  
Cased Hole Services EMO  
Dimension Bid (M) Sdn Bhd





**JUNIOR FIELD ENGINEER TECHNICAL EVALUATION SHEET**  
**CASED HOLE SERVICES**

**JUNIOR FIELD ENGINEER (JFE) DETAILS**

FULL NAME				SENIORITY DATE	
FARHAN AMRAN					
REGION	DIVISION	UNIT/SECTION	LOCATION	CONFIRMATION DATE	
EWO	CHS	ELINE/EWHT	LABMAN	FEB 2023	

**TECHNICAL EVALUATION**

Mark below the achieved competency levels (Basic "C", Intermediate "B" or Advanced "A") for the JFE

BASIC CHS LOGGING	A	B	C	BASIC PERFORATING	A	B	C
Oil & Gas Principles	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Explosives Safety	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Basic CHS	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Explosives Level 1 & Level 2	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Basic Well Completion	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Perforating Services	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
CHL Services - PLT	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Explosive Services	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
CHL Services - Well Integrity	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Perforating Panel and Acquisition	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Custodian Name and Position	Faris Mohammad Firdaus Field Service Manager Cased Hole Services EMCO Dimension Bid (M) Sdn Bhd
Custodian Signature/Date	 04/12/23




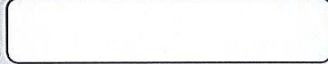

Custodian Name and Position	Faris Mohammad Firdaus Field Service Manager Cased Hole Services EMCO Dimension Bid (M) Sdn Bhd
Custodian Signature/Date	 04/12/23

SURFACE EQUIPMENT	A	B	C	DATA ACQUISITION SYSTEM	A	B	C
Basic Rig Up Equipment	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	SRO System and Troubleshooting	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Mast and Hoisting System	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Warrior System Operational	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Pressure Control Equipment	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Final Package	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Logging Unit/Cable/Auxiliary SE	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Data QC and Validation	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Field Operations Planning	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>				

Custodian Name and Position	Faris Mohammad Firdaus Field Service Manager Cased Hole Services EMCO Dimension Bid (M) Sdn Bhd
Custodian Signature/Date	 04/12/23

Custodian Name and Position	Faris Mohammad Firdaus Field Service Manager Cased Hole Services EMCO Dimension Bid (M) Sdn Bhd
Custodian Signature/Date	 04/12/23



OTHER SERVICES		A	B	C	ADDITIONAL TASKS/ROLES		A	B	C
Troubleshooting Skills		<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Projects/Special Assignment		<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Technical Knowledge		<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Inter-Division Skills		<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>					
Custodian Name and Position		Faris Mohammad Firdaus Field Service Manager Cased Hole Services EMO Dimension Bid (M) Sdn Bhd			Custodian Name and Position		Faris Mohammad Firdaus Field Service Manager Cased Hole Services EMO Dimension Bid (M) Sdn Bhd		
Custodian Signature/Date		 04/12/23			Custodian Signature/Date		 04/12/23		
INSTRUCTOR'S COMMENTS									
CANDIDATE'S COMMENTS									
Add comments about the support you have received from your tutor/location									
INSTRUCTOR		Y <input checked="" type="checkbox"/> N <input type="checkbox"/>			DIVISION MANAGER		Y <input checked="" type="checkbox"/> N <input type="checkbox"/>		
Recommend Promotion to FE?					Approve Promotion To FE ?				
CANDIDATE'S SIGNATURE		INSTRUCTOR'S SIGNATURE			MANAGER'S SIGNATURE		DATE		
							04/12/23		

Faris Mohammad Firdaus  
Field Service Manager  
Cased Hole Services EMO  
Dimension Bid (M) Sdn Bhd



**DIMENSION BID**

WELL INTERVENTION | PERFORATION SERVICES

**JFE EVALUATION CHECKLIST****CASED HOLE SERVICES****JUNIOR FIELD SPECIALIST (JFE) DETAILS**

FULL NAME

SENIORITY DATE

FARHAN AMRAN

REGION

DIVISION

UNIT/SECTION

LOCATION

CONFIRMATION DATE

EMO

CHS

ELINE/EMTE

LABUAN

FEB 2023

**JFE CHECKLIST**

Done prior to final submission to HR

No JFE Package will be processed by the HR if any of the points are missing.

**REPORTS**

- ☒ Offshore Visit Report
- ☒ JFE Project Report
- ☒ Breakout Job - Post Job Report
- ☒ Breakout Job - Final Log Package
- ☒ All Certification Client Related Valid and Endorsed

**PAPERWORK**

- ☒ JFE Break Out Job Evaluation and Competency Form (JFEBOJ-1)
- ☒ JFE Evaluation Sheet (JFE-1)
- ☒ JFE Technical Evaluation Sheet (JFE-2)

**VERIFICATION**

I hereby verify that the above paperworks and documents above has been checked and confirmed true. I further certify that all information contained herein is true and accurate.

I understand that any falsifying of any document above could result in disciplinary action and being denied access to JFE program in future.

**PREPARED AND SUBMITTED BY**

SIGNATURE

NAME : MOHAMMAD FARHAN AMRAN

POS : JFE

DATE :



# DIMENSION BID

WELL INTERVENTION | PERFORATION SERVICES

## ENDORSEMENT

All check points listed above have been verified completed by myself or my delegates.

I deem this JFE Candidate READY to be promoted to FE.

### VERIFIED BY

SIGNATURE

NAME :

POS :

DATE :

*[Signature]*  
Faris Mohammad Firdaus  
Field Service Manager  
Cased Hole Services EMO  
Dimension Bid (M) Sdn Bhd  
04/12/23

### AGREED BY

SIGNATURE

NAME :

POS :

DATE :

## FOR HR USAGE

I hereby received this JFE breakout package for processing

I deem this JFE Candidate READY to be promoted to FE.

### RECEIVED BY

SIGNATURE

NAME :

POS :

DATE :

### JFE JOB EVALUATION AND COMPETENCY FORM

JFE NAME	FARHAN AMRAN .	CLIENT/WELL NAME	PCSB OEB D18 / BAYAN
ASSESSED BY	PATRIC FORDMUS .	SERVICE PREPARED	CONTACT LOGGING / ADD PERF (WOT), PCT.
DATE	04 DEC 2023 .	JOB DURATION	1 MONTH .

Tick **Yes**, **No**, **N/A** or **Needs improvement** according to your evaluation and if need be, add remarks.

Discuss the results with the JFE at the end of evaluation.

#### Unit & Operations

	Yes	No	N/A	Need Improvement
1. Unit correctly positioned	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2. Unit properly grounded	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3. Smart Head operational checked	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4. Smart Head correct calibration loaded	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5. Head insulation and continuity checked	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6. Shut-Down system checked	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
7. Properly reacted in event of contingency by followed a proper procedure	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
8. Appropriated solution proposed in event of contingency	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
9. Any anomaly was properly approached	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

#### Remarks:

Observation by ST-TE ; Candidate's able to perform his due diligence well .  
 - good understanding of operation / execution .





### Rig Up/ Rig Down

	Yes	No	N/A	Need Improvement
1. JFE assisted the crew	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2. Alarms properly set	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3. Cable and winch kept under control	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4. Cable properly bumped up	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5. Tool catcher used when necessary	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6. Tool properly zeroed	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
7. Any anomaly was properly approached?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

#### Remarks:

*Candidate's able to perform his due diligence well -  
- good understanding of equipment setup.*

### Pressure Equipment

	Yes	No	N/A	Need Improvement
1. WHE assembly supervised	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2. Pressure test supervised	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3. Elmar skid checked and adjusted	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4. Line wiper requested before POOH	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5. Any anomaly was properly approached?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

#### Remarks:

*Good understanding of PCE operation.*

**Explosive Operations**

	Yes	No	N/A	Need Improvement
1. Explosive Placard followed	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2. Firing Head properly checked	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3. Detonator properly checked	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4. Overall gun assembly checked	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5. Gun string properly zeroed	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6. Gun sketch properly filled	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
7. QTS used between runs	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
8. Confident doing correlation	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
9. Check positive signs after shooting	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
10. Communication established with client	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
11. In event of misfired, JFE followed proper procedure	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
12. Post job perforating service quality properly evaluated	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
13. Any anomaly was properly approached	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**Remarks:**

*Able to perform his due diligence well.*

**Logging Operations**

	Yes	No	N/A	Need Improvement
1. Tools connected in correct sequence	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2. Tool correctly declared	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3. Before calibration done	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4. Correct logging speed used	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5. LQC continuously monitored	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6. After calibration done	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
7. Proficient with acquisition system used	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**Remarks:**

*Able to perform his due diligence well.*



**Paperwork - Wellsite**

	Yes	No	N/A	Need Improvement
1. Field data finalized & client informed	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2. All related data send to Neusol for interpretation	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3. Service Ticket & Daily Operations Report done	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4. Customer Satisfaction Report filled in	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5. All data send in pen drive/external	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6. Z-Chart and Gun sketch collected	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**Remarks:**

*Able to perform w's due diligence well.*

**Paperwork - Office**

	Yes	No	N/A	Need Improvement
1. Server updated base on folder sequence including data	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2. Engineer compilation checklist completed and verified	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3. Data compilation checklist completed and verified (in CD)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4. All related tool return to lab	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5. All related tool return to PEXS	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6. Inventory updated	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
7. Handover with maintenance done and verified	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

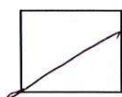
**Remarks:**

*Able to perform h'r due diligence well.*

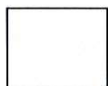
**Performance Factor**

Each of the below behaviors should be rated.

	Development	Satisfactory	Strength	Leadership
<b>Commitment</b>				
Service Focus				/
Continuous Improvement				/
Self-Development				/
<b>Integrity</b>				
Decision Making				/
Responsibility				/
<b>Teamwork</b>				
Collaborating				/
Communicating				/
Coaching and Mentoring				/
Diversity				/
<b>Drive</b>				
Creativity				/
Initiative				/
Adaptability				/
Result Focus				/

**Overall Performance Rating**


Outstanding



Exceeds Expectations



Meeting Expectations





Development Needed



**Accessor Comments****Manager Comments**

*Candidate is eligible for promotion to F&E1.*

**JFE Comments****Signatures**

	Junior Field Engineer	Accessors	Field Service Manager
Name/Signature	FARHAN AMRAN 		 Faris Mohammad Firdaus Field Service Manager Cased Hole Services EMO Dimension Bid (M) Sdn Bhd
Date	4/12/2023		04 DEC 2023-