

Revision Number: 16 Date Effective: 1 April 2018

Approved: DPA

**SEACOR** 

Date of Appraisal: 10	Date of Appraisal: 10-31-2019					Date of Future Appraisal:
Employee Name & P	ositio	n:		· · · · · · · · · · · · · · · · · · ·		
A						
Appraiser Name & Po	ositio	n:				
Vessel:	Se	acoi	r Po	wer	•	
4=Exceeds Job Require	. 1=	unsa	itistac	:torv	2=	ents of the abilities table by placing a tick in Below Average 3=Meets Job Requirem
Abilities Table	1	2	3	4	5	Not Applicable and Why
Communication					1	
Conduct					1	
Initiative					1	
Attitude					1	
Safety					1	
Health/ Appearance					1	
Personal Hygiene					1	
Seamanship Skills				1		
Engineering Skills					1	
Navigational Skills				1		
Social Skills					1	
Management Skills					1	
Overall Performance					1	
Appraiser's description has worked with Always willing	ith me	e for r	nany	year	's ar	performance:  nd does a hell of a job as a g on the boat to keep it up.

# 69

### Form 19410 Performance Assessment Retention Period – Three Years

Revision Number: 16 Date Effective: 1 April 2018

Approved: DPA

SEACOR

What is the emp	loyee expected to achieve	before his/her next appraisal?
Keep doing what		
Are there any tra	ining and development ne	eds to be addressed?
NO		
Identify what, if the employee?	any, recommended promo	otion, advancement or tuition assistance for
N/A		
	pro la company de la company d	
		Date: 0-31-2019
Cinc. L. C	1	Date: /0/31/2015
o pe completed by Comments:	snore based management.	
Supervisor:		Management:
Sign:		Sign:
Date:		Date:



Vessel: Seacor Power

### Form 19410 Performance Assessment Retention Period – Three Years

Revision Number: 15 Date Effective: 1 Oct 2016 Approved: DPA

Date of Appraisal:	Date of Future Appraisal:
11-6-17	
Employee Name & Position:	
Appraiser Name & Position:	

Rate the employee's abilities in each of the elements of the abilities table by placing a tick in the appropriate box below. 1=Unsatisfactory 2=Below Average 3=Meets Job Requirements 4=Exceeds Job Requirements 5=Exceptional

Abilities Table	1	2	3	4	5	Not Applicable and Why
Communication					1	
Conduct				1		
Initiative					1	
Attitude				1		
Safety					1	
Health & Appearance				1		
Personal Hygiene				1		
Seamanship Skills				1		
Engineering Skills				1		
Navigational Skills				1		
Social Skills				1		
Management Skills				1		
Overall Performance				1		

	ployee's overall performance:	
has worked for me ma	any years and has always done a ex	xcellent job.
	41	



Revision Number: 15 Date Effective: 1 Oct 2016

What is the employee	expected to achieve	before his/her next appraisal?
Are there any training	and development n	eeds to be addressed?
		*
	ecommended promo	otion, advancement or tuition assistance for the
employee?		
	· A	
Signa		Date:
Employees comments		
Signature of Employee		
Signature of Employee		Date: 11/6/17
To be completed by sho	ere based manageme	nt.
Comments:		
Supervisor		Management:
•		
Sign:		Sign.
Date		Date:
11/10/17		11-6-2017



					,
20	Can work alone or as a team	1	2	(3)	]
21	Uses company resources wisely	1	2	3	
22	Ability to stay on task and prioritize work	1	2	(3)	
Know	rledge of Job Responsibilities for Position	Per	formar	nce	
23	Knowledge of position's job requirements	1	2	(3)	
24	Mechanical / Technical ability	1	2	(3)	
25	Knowledge of and ability to execute responsibilities within SIP	1	2	3	
26	Skill level operating the equipment of job position	1	2	((3)	]
Vesse	el Operations for Ratings (Non Officers)	Per	formar	nce	1
27	Ability to stand watch (attentive Look-Out)	1	2	3	1
28	Ability to steer the vessel and hold course	1	2	3	1
29	Skill level with navigational equipment (radios, RADAR, GPS, etc.)	1	2	3	
30	Knowledge of "Rules of the Road"	1	2	3	1
31	Skill level rigging (if certified)	1	2	3	1
32	If a crane operator, what are skill levels for operating the crane and executing crane maintenance (does the skill level match crane rating?)	1	2	3	
Vesse	el Operations for Licensed Officers	Per	formar	nce	1
33	Skill level as an Officer In Charge of a Navigational Watch	1	2	3	
34	Skill Level with vessel navigation	1	2	3	1
35	Skill level with navigational equipment (radios, RADAR, GPS, etc.)	1	2	3	] ) NIS
36	Knowledge of "Rules of the Road"	1	2	3	
37	Skill level positioning and/or jacking the vessel	1	2	3	1/
38	Manages the crew in a professional manner	1	2	(3)	1
39	If a crane operator, what are skill levels for operating the crane and executing crane maintenance (does the skill level match crane rating?)	1	2	3	JUIG
Stewa	ards Department	Per	formar	nce	ľ
40	Rotates stock and maintains a proper inventory	1	2	3	]
41	Level of cleanliness of Galley and Dining Aleas	1	2	3	]
42	Level of organization to Galley and Dining Areas	1	2	3	]
43	Level of quality and variety meals prepared	1	2	3	]
44	Customer Oriented	1	2	3	]



#### **Comments by Evaluator:**

Line #	Comments:
	For Me, Like I SAId before
	1 / 1 / / / / / / / / / / / / / / / / /
	is Like HAVING ANOTHER
	CAPT. ON BOARd -
	EXCITANI DOB
-	* Neod'S More Time in
	The S.M.S. MANUEL X
Evaluate	or Signature
Employ	ee Signatur



20 C	Can work alone or as a team	1	2	(3)
21 L	Jses company resources wisely	1	2	(3)
22 A	bility to stay on task and prioritize work	1	2	(3)
Knowled	ge of Job Responsibilities for Position	Per	formar	nce
23 K	(nowledge of position's job requirements	1	2	1(3)
24 N	Mechanical / Technical ability	1	2	(3)
	nowledge of and ability to execute responsibilities vithin SIP	1	(2)	3
26 S	Skill level operating the equipment of job position	1	2	(3)
Vessel O	perations for Ratings (Non Officers)	Per	formar	nce
27 A	bility to stand watch (attentive Look-Out)	1	2	3
28 A	bility to steer the vessel and hold course	1	2	3
	skill level with navigational equipment (radios, RADAR, GPS, etc.)	1	2	3
30 K	nowledge of "Rules of the Road"	1	2	3
31 S	skill level rigging (if certified)	1	2	3
32 If	a crane operator, what are skill levels for operating ne crane and executing crane maintenance (does the kill level match crane rating?)	1	2	3
Vessel O	perations for Licensed Officers	Per	formar	nce
	Skill level as an Officer In Charge of a Navigational Vatch	1	2	3
34 S	skill Level with vessel navigation	1	2	3
	kill level with navigational equipment (radios, RADAR, GPS, etc.)	1	2	3
36 K	nowledge of "Rules of the Road"	1	2	3
37 S	Skill level positioning and/or jacking the vessel	1	2	3
38 N	Manages the crew in a professional manner	1	2	(3)
39 th	a crane operator, what are skill levels for operating ne crane and executing crane maintenance (does the kill level match crane rating?)	1	2	3
Stewards	s Department	Per	formar	nce
40 R	Rotates stock and maintains a proper inventory	1	2	3
41 L	evel of cleanliness of Galley and Dining Areas	1	2	3
42 L	evel of organization to Galley and Dining Areas	1	2	3
43 L	evel of quality and variety meals prepared	1	2	3



#### **Comments by Evaluator:**

Line #	Comments:
	HAS ALWAYS been
	TO ME LIKE HAVING A
	Second CAPTAIN ON BOARD. JUST
	Like on The LEGACY Heis
	a big Reason why The Bilder
	ON This URSSRI IS COMING
	Around. IT TAKES A
	Special Person To Climb
	in bildes And Do The
	Itard Work!
	Λ

Employee Signature



#### Form 19410 Performance Assessment

Retention Period - Three Years

Revision Number: 16 Date Effective: 1 April 2018

Approved: DPA

Date of Apprai	isal: 10-31-2019	Date of Future Appraisal:	
Employee Nan	ne & Position:		
Appraiser Nam	ne & Position:		
Vessel:	Seacor Pov	ver	

Rate the employee's abilities in each of the elements of the abilities table by placing a tick in the appropriate box below. 1=Unsatisfactory 2=Below Average 3=Meets Job Requirements 4=Exceeds Job Requirements 5=Exceptional

Abilities Table	1	2	3	4	5	Not Applicable and Why
Communication					1	
Conduct					1	
Initiative					1	
Attitude					1	
Safety					1	
Health/ Appearance					1	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1
Personal Hygiene					1	
Seamanship Skills				1		and the second s
Engineering Skills					1	
Navigational Skills				1		
Social Skills					1	
Management Skills					1	
Overall Performance					1	

	ption of employee				
has worke	d with me for many	y years and o	does a hell of a	job as a	
Aiways	willing to help us d	io arrything o	n the boat to Ke	ep it up.	
		6			



Revision Number: 16 Date Effective: 1 April 2018

What is the employee expected	to achieve before his/her next appraisal?
Keep doing what he is doing	
Fig. 19-15 Sept. Bl. b. C. C. S. A. M. D. H. C. F. M. C.	lopment needs to be addressed?
NO	
Identify what, if any, recomment the employee?	nded promotion, advancement or tuition assistance for
N/A	
•	Date: 0-31-2019
Employees comments:	
Signature of Employee:	Date:
	10/31/2018
Completed by snore based ma	anagement.
Comments:	
Supervisor:	Management:
oupervisor.	management.
Sign:	Sign:
Date:	Date:



#### Performance Assessment Form 10200

Vessel:	Seacor Power		Date:	3-24-21
Employee Name:		10	Position:	
Signature:	340			
Appraiser Name:			Position:	
Signature:				

Rate the employee's abilities in each of the elements of the abilities table by placing a tick in the appropriate box below. 1=Unsatisfactory 2=Below Average 3=Meets Job Requirements 4=Exceeds Job Requirements 5=Exceptional

Abilities Table	1	2	3	4	5	Comments or not applicable
Communication				1		
Conduct				1		
Initiative			1	1		
Attitude				1		
Safety				1		
Health/ Appearance				1		
Personal Hygiene				1		
Seamanship Skills				1		
Engineering Skills				1		
Navigational Skills				1		
Social Skills				1		
Management Skills				1	D-Oronication of the Control	
Overall Performance				1		

Appraiser's description of employee's overall performance:	
s a LONG TIME Captain that happens to be on my vessel as a always a blessing to have such experience on your crew, it doesn't happen always asks how he can help and doesn't mind getting his hands dirty. getting a better understanding of our filing system so he can take a bigger respectively.	is working on
process.	



Wilde to the employed experience	fore his/her next appraisal?
Date of Future Appraisal: 3-24-21	•
a standardonment need	c to be addressed?
Are there any training and development need	
is working on getting a better understa	anding of our filing system and SMS protocol.
	I was a tailing assistance for the
Identify what, if any, recommended promotio employee?	n, advancement or tuition assistance for the
employee:	
Employee has proven competency in the ope position: Examples: hand tools, power tools,	eration of the ship's equipment related to their
position: Examples: hand tools, power tools,	craics, macinicity, wholes, taggets, eve
Employees comments:	
Completed by Shore Base Management:	Position:
Employees comments:  Completed by Shore Base Management:  Management Name:  Signature:	Position: Date:

Retention Period - 3 years



Revision Number: 16 Date Effective: 1 April 2018

C	C	Α	C	0	D
3	E	м	L	U	n

Date of Appraisal: 01	/23/2	2020			D	ate of Future Appraisal:
Employee Name & P	ositio	n:				
		,				
Appraiser Name & Po	ositio	n:				
						<b>Operations Manager</b>
Vessel: LB Myrtle						
4=Exceeds Job Require	1=	-Unsa	atistac	ctory	2=B	its of the abilities table by placing a tick in telescope delow Average 3=Meets Job Requirement
Abilities Table	1	2	3	4	5	Not Applicable and Why
Communication				1		
Conduct				1		
Initiative				1		
Attitude				1		
Safety				1		
Health/ Appearance				1		
Personal Hygiene				1		
Seamanship Skills				1		
Engineering Skills						N/A Vessel Master
Navigational Skills				1		The state of the s
Social Skills				1	$\neg \uparrow$	
Management Skills				1		
Overall Performance				1		
Annecionale deservisti	n of e	mplo	yee':	s ove	rall pe	erformance:
Appraiser's description						managing and maintaining the LB



Revision Number: 16 Date Effective: 1 April 2018

What is the employee expected	to achieve before his/her next appraisal?
Are there any training and deve	lopment needs to be addressed?
Identify what if any	
the employee?	nded promotion, advancement or tuition assistance for
Signature of Appraiser:	Date:
	Date: 1/23/2020
Employees comments:	
Taylor John Million	
Signature of Employees	
DIEMENTIPO OF EMPLOYAGE	Date:
_	1/24/2020
o be completed by shore based ma Comments:	anagement.
oniments.	
Supervisor:	flanagement:
Sign:	Ni arra di
3	lign:
Pate:	late: 04/00/0000
	Oate: 01/23/2020



Revision Number: 16 Date Effective: 1 April 2018

Approved: DPA

SEACOF

Employee Name & Position:  Vessel: LB Myrtle  Rate the employee's abilities in each of the elements of the abilities table by placing a tick appropriate box below. 1=Unsatisfactory 2=Below Average 3=Meets Job Requirements 5=Exceptional  Abilities Table 1 2 3 4 5 Not Applicable and Why  Communication	Date of Appraisal: 1/	21/20	19				Date of Future Appraisal:
Vessel: LB Myrtle  Rate the employee's abilities in each of the elements of the abilities table by placing a ticl appropriate box below. 1=Unsatisfactory 2=Below Average 3=Meets Job Required	Employee Name & P	ositio	n:				
Vessel: LB Myrtle  Rate the employee's abilities in each of the elements of the abilities table by placing a ticl appropriate box below. 1=Unsatisfactory 2=Below Average 3=Meets Job Required	Annraiser Name & D	oolelo					
Rate the employee's abilities in each of the elements of the abilities table by placing a ticl appropriate box below. 1=Unsatisfactory 2=Below Average 3=Meets Job Requirements 5=Exceptional  Abilities Table 1 2 3 4 5 Not Applicable and Why  Communication	Applaise Name & P	JSILIO					
Rate the employee's abilities in each of the elements of the abilities table by placing a ticl appropriate box below. 1=Unsatisfactory 2=Below Average 3=Meets Job Requirements 5=Exceptional  Abilities Table 1 2 3 4 5 Not Applicable and Why  Communication	Vessel:   R Myrtle						
Abilities Table 1 2 3 4 5 Not Applicable and Why  Communication  Conduct Initiative Attitude Safety Health/ Appearance Personal Hygiene Seamanship Skills Engineering Skills Not Applicable and Why  Safety  Not Applicable and Why  Not Applicable an	LD Myrtie						
Communication  Conduct  Initiative  Attitude  Safety  Health/ Appearance  Personal Hygiene  Seamanship Skills  Engineering Skills  N/A Vessel Master  Navigational Skills  Social Skills	4=Exceeds Job Require	ements	unsa s 5=	Exce	ctory ptiona	2= II	Below Average 3=Meets Job Requirer
Conduct  Initiative  Attitude  Safety  Health/ Appearance  Personal Hygiene  Seamanship Skills  Engineering Skills  N/A Vessel Master  Navigational Skills  Social Skills		1	- 4	3		0	Not Applicable and Why
Initiative  Attitude Safety Health/ Appearance Personal Hygiene Seamanship Skills Engineering Skills N/A Vessel Master Navigational Skills Social Skills							
Attitude Safety Health/ Appearance Personal Hygiene Seamanship Skills Engineering Skills N/A Vessel Master Navigational Skills Social Skills	Initiative				-		
Health/ Appearance Personal Hygiene Seamanship Skills Engineering Skills N/A Vessel Master Navigational Skills Social Skills	Attitude				-		
Personal Hygiene Seamanship Skills Engineering Skills N/A Vessel Master Navigational Skills Social Skills	Safety				V		
Seamanship Skills  Engineering Skills  N/A Vessel Master  Navigational Skills  Social Skills	Health/ Appearance				V	-	
Engineering Skills  N/A Vessel Master  Navigational Skills  Social Skills	Personal Hygiene				V		
Navigational Skills Social Skills	Seamanship Skills				V		
Social Skills	Engineering Skills						N/A Vessel Master
	Navigational Skills				V		
Management Skills v	Social Skills				~		
	Management Skills				~		
Overall Performance	Overall Performance				V		



Revision Number: 16 Date Effective: 1 April 2018

What is the employee expected t	to achieve before his/her next appraisal?
Are there any training and develo	opment needs to be addressed?
Identify what, if any, recommend the employee?	ded promotion, advancement or tuition assistance fo
Signature of Appraiser:	Date:
	Date: 1/21/2019
Employees comments:	
Signature of Employee:	Date:
o be completed by shore based mar	nagement.
Comments:	
Supervisor:	Management:
Sign:	
	Sign:
Date:	Date: 1/21/2019
en (1270 n. 2	1/21/2019



Revision Number: 16 Date Effective: 1 April 2018

Approved: DPA

**SEACOR** 

0.000	21/20	19			Date	of Future Appraisal:
Employee Name & P	ositio	n:				
		4				
Appraiser Name & Po	ositio	n:				
Vessel: LB Myrtle						
LD WYTHO						
Rate the employee's all appropriate box below EExceeds Job Require	. 7=	unsa	itistac	tory	2=Below	f the abilities table by placing a tick in Average 3=Meets Job Requirement
Abilities Table	1	2	3	4	5	Not Applicable and Why
Communication				V		pp. and and and
Conduct				V		and the same of th
nitiative				V		
Attitude				V		The state of the s
Safety				~		Park Control of the C
				V	_	
	1				_	
Health/ Appearance				V		
Health/ Appearance Personal Hygiene				~		
Health/ Appearance Personal Hygiene Seamanship Skills				-		N/A Vessel Master
Health/ Appearance Personal Hygiene Seamanship Skills Engineering Skills				-		N/A Vessel Master
Health/ Appearance Personal Hygiene Seamanship Skills Engineering Skills Navigational Skills				v		N/A Vessel Master
Health/ Appearance Personal Hygiene Seamanship Skills Engineering Skills Navigational Skills Social Skills				v		N/A Vessel Master



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What is the employee expected t	to achieve before his/her next appraisal?
Are there any training and develo	opment needs to be addressed?
Identify what, if any, recommend the employee?	ded promotion, advancement or tuition assistance for
Signature of Appraiser:	I Desta
orginature of Applaiser.	Date: 1/21/2019
Employees comments:	
Signature of Employee:	Date:
o be completed by shore based man	pagement
Comments:	
Supervisor:	Management:
Sign:	Sign:

Date: 1/21/2019

Date:



Revision Number: 15 Date Effective: 1 Oct 2016 Approved: DPA

Date of Appraisal:	Date of Future Appraisal:
12/29/2017	
Employee Name & Position:	
Appraiser Name & Position:	Operations Manger
Vessel: O	
Vessel: Seacor Champion and End	deavor

Rate the employee's abilities in each of the elements of the abilities table by placing a tick in the appropriate box below. 1=Unsatisfactory 2=Below Average 3=Meets Job Requirements 4=Exceeds Job Requirements 5=Exceptional

Abilities Table	1	2	3	4	5	Not Applicable and Why
Communication				1		
Conduct				1		
Initiative				1		
Attitude				1		
Safety				1		
Health & Appearance				1		
Personal Hygiene				1		
Seamanship Skills				1		
Engineering Skills				1		
Navigational Skills				1		
Social Skills				1		
Management Skills				1		
Overall Performance				1		

Appraiser's descripti	on of employee's overall performance:
is highly regarded with proficiency.	d in his abilities to manage and handle the larger vessels in the flee

#### E E

### Form 19410 Performance Assessment Retention Period – Three Years

Revision Number: 15 Date Effective: 1 Oct 2016 Approved: DPA

**SEACOR** 

	ve before his/her next appraisal?
N/A	
Are there any training and development	needs to be addressed?
N/A	
Identify what, if any, recommended pron	notion, advancement or tuition assistance for th
N/A	
Signat	Date: 12-29-2019
Employees comments:	
An	
10	Date: 12/29/17
To be completed by shore based managem	12/29/17
To be completed by shore based managem	12/29/17
10	12/29/17
To be completed by shore based managem.	12/29/17 ent.



#### Form 19410 **Performance Assessment**

Retention Period - Three Years

Revision Number: 15 Date Effective: 1 Oct 2016

12/6/2016						te of Future Appraisal:
Employee Name & Pos	ition					
Appraiser Name & Pos	ition:					0
						Superintendant
Vessel: Seacor Po	wer					
Rate the employee's ab appropriate box below. 4=Exceeds Job Require  Abilities Table	1=	Unsa	atisfac	tory		s of the abilities table by placing a ticelow Average 3=Meets Job Requi
Communication	•	4	3	1	3	Not Applicable and Wily
Conduct				1	$\dashv$	
Initiative			1	Ť	-	***************************************
Attitude			Ť	1	$\neg$	
Safety				1	7	
Health & Appearance				1		Entered into ORACLE
Personal Hygiene				1		Entered into
Seamanship Skills				1		DEC 07 2010
Engineering Ckills			1			
Engineering Skills				1		
Navigational Skills			1			All the second s
Engineering Skills Navigational Skills Social Skills Management Skills			1			



#### Form 19410 Performance Assessment

Retention Period - Three Years

Revision Number: 15 Date Effective: 1 Oct 2016

W	
What is the employee expected to achieve	e before his/her next appraisal?
Are there any training and development n	needs to be addressed?
Identify what if any recommended prom	otion, advancement or tuition assistance for the
employee?	otion, advancement of tuition assistance for the
	154
	Date:
	10-6-16
Employees comments:	<b>《大学》,"我们是一个一个一个一个一个一个一个一个一个一个一个一个一个一个一个一个一个一个一个</b>
Signature of Employee:	Date:
	12-6-16
To be completed by shore based manageme	ent
Comments:	
Supervisor:	Management
Sig	Sign:
Date: 17-6-14	Date:
12-10-16	1 (2) 11/11/2
11 4 1	



Revision Number: 15 Date Effective: 1 Oct 2016 Approved: DPA

SEACOR

Date of Appraisal:					Dat	e of Future Appraisal:			
12/13/2019					12/13/2020				
Employee Name & Pos	ition:								
Appraiser Name & Pos	ition:								
						<ul> <li>Operations Manager</li> </ul>			
Vessel: Seacor Pov	ver								
Rate the employee's ab appropriate box below. 4=Exceeds Job Require	1=	Unsa	atisfac	tory	2=Be	s of the abilities table by placing a tick in the slow Average 3=Meets Job Requirement			
Abilities Table	1	2	3	4	5	Not Applicable and Why			
Communication					1				
Conduct				1					
Initiative					1				
Attitude					1				
Safety				1					
11 -141 O A				1					
Health & Appearance				1					
Personal Hygiene				V					
				1					
Personal Hygiene				-					
Personal Hygiene Seamanship Skills				1					
Personal Hygiene Seamanship Skills Engineering Skills				1					
Personal Hygiene Seamanship Skills Engineering Skills Navigational Skills				1					

Powe	 to be Very	Proficient	in Running,	Managing	and Maintai	ining the Se	eacor



Revision Number: 15 Date Effective: 1 Oct 2016 Approved: DPA

What is the employee expected to achieve before his/her next appraisal? N/A Are there any training and development needs to be addressed? N/A Identify what, if any, recommended promotion, advancement or tuition assistance for the employee? N/A Date: 12/13/2019 Signature of Appraiser: **Employees comments:** It's a pleasure to work with good people / Thank's for everything and hopefully we all have a good year. Date: Si 12-20-2019 ement. Comments: Management: Supervisor: Sign: Sign: Date: 12/13/2019 Date: 16 Dec. 2019



Revision Number: 15 Date Effective: 1 Oct 2016 Approved: DPA

SEACOR						
Date of Appraisal:	*******				1	Date of Future Appraisal:
1-9-2018						
Employee Name & Pos	sitior	1:			-	
Appraiser Name & Pos	sition	1:				
						Superintendent
Vessel: Seacor Po	wei	r				
Rate the employee's ab appropriate box below. 4=Exceeds Job Require	. 1=	=Unsa	atisfac	ctory	2:	nents of the abilities table by placing a tick in t =Below Average 3=Meets Job Requiremen
Abilities Table	1	2	3	4	5	Not Applicable and Why
Communication				1		
Conduct					1	
Initiative					1	
Attitude					1	
Safety				1		
Health & Appearance				1		
Personal Hygiene				1		
Seamanship Skills					1	
Engineering Skills				*****************	1	
Navigational Skills					1	
Social Skills					1	
Management Skills				1		
Overall Performance					1	
Appraiser's description	ı of e	mplo	yee's	over	rall p	performance:
does excellant jo a problem.						



Revision Number: 15 Date Effective: 1 Oct 2016 Approved: DPA

**SEACOR** 

What is the employee expected to	achieve before his/her next appraisal?
Are there any training and develo	pment needs to be addressed?
Identify what, if any, recommende employee?	ed promotion, advancement or tuition assistance for the
Signature of Appraiser	Date:
Employees comments:	
IT MAKES OUT JOB A	A LOT EASIER WITH THE HOIP
Of Superintendent's L	51. A
OI ON CHIMENUS L	
Signature	Date: /-(-1/-1/+)
To be completed by shore based ma	anagement.
Comments:	
Supervisor:	Management:
Sign	Si
Date: 1/18/18	Date:



#### Form 19410 Performance Assessment

Retention Period - Three Years

Revision Number: 15 Date Effective: 1 Oct 2016 Approved: DPA

Date of Appraisal:					Date	e of Future Appraisal:
12/7/2016						
Employee Name & Pos	sition	:				
Appraiser Name & Pos	sition					
						/ Superintendent
Vessel: Seacor Po	wer					
appropriate box below. 4=Exceeds Job Require	1=	Unsa	atisfac Excep	tory	2=Be	s of the abilities table by placing a tick in low Average 3=Meets Job Requireme
Abilities Table	1	2	3	4	5	Not Applicable and Why
Communication				1		
Conduct				1		
Initiative				1		
Attitude				1		
Safety				1		
				1		Entered into GRACLE
Health & Appearance	Contract and the					t atorted tille billion
Personal Hygiene				1		Litter tree are
				1		DEC 0.7.2016
Personal Hygiene						- 2016
Personal Hygiene Seamanship Skills				1		- 2016
Personal Hygiene Seamanship Skills Engineering Skills				1		- 2016
Personal Hygiene Seamanship Skills Engineering Skills Navigational Skills				1		- 2016



**Revision Number: 15** Date Effective: 1 Oct 2016

What is the employee expected to ach	ieve before his/her next appraisal?
A 41 and dauglamma	nt needs to be addressed?
Are there any training and developme	nt needs to be addressed?
	romotion, advancement or tuition assistance for the
employee?	
Signature of Approince	Date:
	12-7-16
	,, , , , , , , , , , , , , , , , , , ,
Employees comments:	
Signature	Date:
	(2-)-16
To be completed by shore based manage	V
Comments:	
Supervisor	Management:
Sigr	Sign:
	9
Date:	Date: 12714
12-7-16	12/7/14

Seacor Liftboets LLC - Performence Evaluation

Employee Marrie Position Year	2016			Supervisor		Terrory Beunler
PERFORMANCE FACTOR	1. Umminitactory: could improve	S. Masks John meuhaner		S. Exempto job suga	-	L
1. Knowledge of Work	1	3		or consequences from such	\$	7. Selectoribilly accords job respire
Continuestative populated knowledge and dolls to Manage and Operate under \$1.2 limits; Management System.						7
2. Plenning & Organizing	1	3			5	7
Sale and counts resilate imput dates; evenges teach for most utilistest transling; even time efficiently and completes all registed JSV/p and						,
Promits to Warfe prior to work consumning						F
3. Problem Solving/Judgment	11	3			5	1 7
Stress up problems quicilit; status sound decisions star analysing all relevant limits						1-
4. Versetility/Adaptability	1	1 3			5	9
Learns now scattereds and techniques scalety, sine					9	7
to adapt to new processes and policies without difficulty	-					7
II. Initiative	1	1 1			5	7
Originalise or develops constructive ideast readily societies responsibility						7
8. Cooperation	1	1 3			5	1
Works well with others; contributes to the best						7
industry of curposter, carer and municipatives						7
7. Londorsthp/Bupervision Sets high perference electricis; perfectes; pete	1	3			5	7
natalis through albans, Cottoploise and discussion replacions with prove						1
B. Development of Subordinates	1	]3			6	7
ANNLY to teach and train others to openin and heads of values repeats of a littest E;						1
National Personal SMA RP SCT.  9. Communication						6
Formerson ideas deady in appeals and writing	1	3			6	1 7
Delares effectively; heaces offern Informed on						10
sporoprists 10. Productivity	1	1 3			8	7
Kaspe the wassi in good operating condition and		-			0	1 7
realintation a high attendeed for preventative sealinterations						6
. In what key delter and responsibilitie	a of the job does employee nea	d Lagravesment to bris	g purierussica	up ès enpociatio	et or inquiremen	sla P
Development Plans - (outline agastric t workplace - SMS felling, ocarling by s	plane for employee to improve approvence, etc.	performance in these	jah areas Katud	f in C, or to prop	are for advance	menB.
omy from worksings - study courses, etc.						
amily states and observe a mercil, provide actual figure						
everall Performance						
inselfelectory performance, must improve						1
erformunae met the requirements of the j						1
erformence et times exceeded job requir enformence convisionally exceeded job re			-			1
		-	<u></u>			3
1065. Pou	100 000	w	ORFE	NI;	th cae	en mall
2005. 100	ver a ann	5 Excel	1am7	inch!	BOVEN	er. T.
incument with employee on 12 " mployee.	8-15 m		CONTRACTOR OF THE PERSON NAMED IN COLUMN TWO IS NOT THE PERSON NAMED IN COLUMN TWO IS NAMED IN CO			ons resulting from review with
THAN WE F	NOW IN T	W Nei	2d TO S 800	SPen OK. TI	d Mars.	re time Somothing Push Hando
						,
pervisor Elgresture:			-			
rpicyse Bignature:						
8.GM Signature:			CN STUDY STORY			



#### Ship Handling Appraisal Form 10210

Seacor Power	Date: 1-18-2020
	Company/ Seacor Marine /
albuma ka in diska kuru na maka na mak	Sign:
	Sign: _
	Sign:
	Seacor Power

This form is to be completed by the Master and/or a designated appraiser to assess a bridge officer for a position onboard a class of vessel. The Appraiser should document if the Officer is proficient in the area being appraised. The Appraiser should document if the Officer had demonstrated working knowledge of the equipment and systems. Completed as per SMS CH 6.3.6 Ship Handling Appraisals

Vessel Specifications:

1	Vessel Class / Type	OSV
2	Vessel Length / Width	175 / 103
3	Number of Engines	4
4	Propulsion (propeller / jet) Total HP	Propeller
5	Main Propulsion (Diesel / Electric)	Diesel
6	Propeller Drive (Azimuth / Shaft)	Shaft
7	Propeller Type (Fixed / CPP)	Fixed
8	Number of Propellers or Jets	4
9	Number of Rudders / Can rudders be split	4/
10	Number of Bow Thrusters / Total HP	1 / 500 Horsepower
11	Number of Stern Thrusters / Total HP	N/A
12	Emergency Controls	yes
13	Alarms	yes
14	Gauges / Monitors	yes

Basic Requirements:

15	Radars	Yes
16	Radios	Yes
17	Steering Gear	Yes
18	Prime Movers	Yes
19	Switching Controls	Yes
20	Auto Pilot	N/A
21	Visibility and vessel blind spots	Yes
22	ECS / Voyage Planning	Yes
23	Arrival and Departure Checklist	Yes
24	Weather Working Guidance / Parameters	Yes
25	Stop Work Authority	Yes
25	Risk Assessments	Yes

SMSH17 APPROVED BY: DPA

FEFECTIVE DATE: 1 JAN 2021



Conditions at Offshore Location during appraisal:

26	Wind Speed / Direction (knots)	10-15 / SE
27	Wave Height (feet)	Around the dock / Martin16 / Fourchon
28	Swell Period (seconds)	N/A
29	Current Set and Drift and Rate (knots)	1/2 Knot to the North
30	Visibility (nautical miles)	Cloudy
31	Weather (clear / overcast / rain / etc.)	Overcast
32	500 Meter Zone Policy Adherence	Good
33	Communication (Facility / Crew)	Good

Offshore Maneuvering or Mooring at Location (Manual Operations):

	fore Maneuvering of Mooring at Location (M						
34	Environmental Conditions accounted for	Good					
35	Appropriate Speed / Heading	Good					
36	Correct Anchor Position / scope of chain	N./A					
37	Contingency Plan Considered	Good					
38	Correctly switching forward to aft controls	N/A					
39	Vessel swing carried out at safe position	Good					
40	Correct heading / adjusted as required	Good					
41	Aware of the affect control settings selected have on propulsion units	Good					
42	Appropriate maneuvering during final positioning	Good					
43	Appropriate position to secure mooring lines	N/A					
44	Offshore Facility Position to vessel (N,S,E,W)	Bayou Lafourche / Facing South					
45	Ability to Hold station with minimal deviation / excursion	Good					
46	Documents Operations / Activities						
47	Visually inspects:	Good					
	<ul> <li>Mooring Line Condition</li> <li>Heading</li> <li>Position</li> <li>Traffic</li> <li>Buoys</li> <li>Standby Vessels</li> <li>Projections</li> <li>Offshore Facility OIM</li> </ul>	- 3000					



Offshore Maneuvering (Dynamic Positioning):

48	DP Familiarization Completed	N/A
49	DP Checklist Completed	N/A
50	Engine Room Checklist Completed	N/A
51	Contingency Plan Considered	N/A
52	DP Bailout Completed	N/A
53	Offshore Facility Position to vessel (N,S,E,W)	N/A
54	Hold station (deviation / excursion)	N/A
55	Appropriate Heading Changes	N/A
56	Documents DP Operations	N/A

Maneuvering in Port:

Y35882	creating in a ore.	
57	Wind Speed / Direction (knots)	10-15 / SE
58	Tidal Flow (ebb / flood)	ebb
59	Tidal Rate (knots)	1/2 knot
60	Vessels Draft	9 Feet
61	Water Depth / Under Keel Clearance	8Feet
62	Maintains proper speed for conditions	Good
63	Ability to maneuver in tight / congested channels	Good
64	Ability to moor alongside dock or another vessel	Good
65	Ability to shift the vessel away from a dock or another vessel	Good

Comments and Recommendations regarding the Officers Ship Handling:

is a	ex	cell	ent	boat	han	dler	and	will	make	a	good	Capta	iin,	When	ever	he	is	ready.

Retention Period - 3 years



Revision Number: 16 Date Effective: 1 April 2018

Approved: DPA

#### SEACOR

Rate the employee's abilities in each of the elements of the abilities table by placing a tick in the appropriate box below. 1=Unsatisfactory 2=Below Average 3=Meets Job Requirements 4=Exceeds Job Requirements 5=Exceptional

Abilities Table	1	2	3	4	5	Not Applicable and Why
Communication					1	Proceeding and Willy
Conduct					1	
Initiative					1	
Attitude			-		1	
Safety			-	1		V
Health/ Appearance					1	
Personal Hygiene				1		100
Seamanship Skills					1	
Engineering Skills					1	
Navigational Skills					1	
Social Skills				/		
Management Skills					1	
Overall Performance					1	

alser's description of employee's overall performance:	
does a excellent job and is always ready to help anyone do anythi	ng .

## 69

## Form 19410 Performance Assessment Retention Period – Three Years

Revision Number: 16 Date Effective: 1 April 2018

Approved: DPA

**SEACOR** 

What is the employee expected to	achieve before his/her next appraisal?
Keep doing what he does	
Are there any training and develop	oment needs to be addressed?
No	
Identify what, if any, recommende the employee?	ed promotion, advancement or tuition assistance for
Next step is to be a Captain / Has	all the tools.
Signature of Appraiser	Date:
Employees comments:	10-30-2019
Signature of Employee:	Date: 10-30-2019
o be completed by shore based mana Comments:	igement.
Supervisor:	Management:
Bign:	Sign
Date:	Date:



#### Form 19410 Performance Assessment

Revision Number: 16 Date Effective: 1 April 2018

Approved: DPA

Retention Period - Three Years

Date of Appraisal:					Da	Date of Future Appraisal:		
11/11/18								
Employee Name & Po	sition	1:						
Appraiser Name & Pos	sitior	1:						
Vessel: MYRT	IF	-						
Rate the employee's abi appropriate box below.				the e tory		nts of the abilities table by placing a tick in the Below Average 3=Meets Job Requirement		
4=Exceeds Job Require	ments					1		
Abilities Table	1	2	3	4	5	Not Applicable and Why		
Communication				/				
Conduct				1				
Initiative				~				
Attitude				~				
Safety				~				
Health/ Appearance				/				
Personal Hygiene					•			
Seamanship Skills				V		,		
Engineering Skills				~				
Navigational Skills				/				
Social Skills				1				
Management Skills				1				
Overall Performance				~				
Approisor's description	on of	omn	ovoo	'e ove	rall	nerformance:		
Appraiser's description								
De	) E	, ,	, ,	-4	VE	ERY WELL AT HIS		
POSITION	01	NB	04	RI	), (	WITH ALL CREW		
MEMBERS	, (	eu:	STO	M	ER	LS, AND VESSEL		
OPERAT	10	N	5					



Signature of Employee:

Comments:

To be completed by shore based management.

#### Form 19410 Performance Assessment Retention Period – Three Years

Revision Number: 16 Date Effective: 1 April 2018

Approved: DPA

What is the employee expected to achieve before his/her next appraisal?

N/A

Are there any training and development needs to be addressed?

N/A

Identify what, if any, recommended promotion, advancement or tuition assistance for the employee?

N/A

Si

Date: //////8

Supervisor:	Management:	
Sign:	Sign:	

Date:

Date:

11-Nav-18

Date:



Retention Period - Three Years

Revision Number: 16 Date Effective: 1 April 2018 Approved: DPA

**SEACOR** 

Vessel:	Seacor Hawk	Date:	9/10/18
Officer Name:		Sign:	
Position onboard:			21
Appraiser Name:		Sign	
Master Print:		Sign	

This form is to be completed by the Master and/or a designated appraiser to assess a bridge officer for a position onboard a class of vessel. The Appraiser should document if the Officer is proficient in the area being appraised. The Appraiser should document if the Officer had demonstrated working knowledge of the equipment and systems. Completed as per SMS CH 6.3.6 Ship Handling Appraisals

#### Vessel Specifications:

1	Vessel Class / Type	245 Liftboat		
2	Vessel Length / Width	137x98 ft		
3	Number of Engines	2 Mains		
4	Propulsion (propeller / jet) Total HP	Controlled Pitch Propeller		
5	Main Propulsion (Diesel / Electric)	Diesel		
6	Propeller Drive (Azimuth / Shaft)	Shaft		
7	Propeller Type (Fixed / CPP)	CPP .		
8	Number of Propellers or Jets	2		
9	Number of Rudders / Can rudders be split	2 / Yes		
10	Number of Bow Thrusters / Total HP	1 / 300 Horse Power		
11	Number of Stern Thrusters / Total HP	0		
12	Emergency Controls	Yes		
13	Alarms	Yes		
14	Gauges / Monitors	Yes		



Retention Period - Three Years

Revision Number: 16 Date Effective: 1 April 2018

Approved: DPA

### Basic Requirements:

15	Radars	2
16	Radios	3
17	Steering Gear	2
18	Prime Movers	2
19	Switching Controls	3
20	Auto Pilot	1
21	Visibility and vessel blind spots	About 350° Visibility. Three Legs
22	ECS / Voyage Planning	Yes
23	Arrival and Departure Checklist	Yes
24	Weather Working Guidance / Parameters	Yes
25	Stop Work Authority	Yes but not emplimented
25	Risk Assessments	Yes

## Conditions at Offshore Location during Appraisal:

26 Wind Speed / Direction (knots)		No Wind		
27	Wave Height (feet)	In Port		
28	Swell Period (seconds)	In Port		
29	Current Set and Drift and Rate (knots)	None		
30 Visibility (nautical miles)		10 Nautical Miles		
31	Weather (clear / overcast / rain / etc.)	Clear		
32	500 Meter Zone Policy Adherence	N/A		
33	Communication (Facility / Crew)	Yes		



Retention Period - Three Years

Revision Number: 16 Date Effective: 1 April 2018

Approved: DPA

## Offshore Maneuvering or Mooring at Location (Manual Operations):

34	Environmental Conditions accounted for	N/A
35	Appropriate Speed / Heading	N/A
36	Correct Anchor Position / scope of chain	N/A
37	Contingency Plan Considered	N/A
38	Correctly switching forward to aft controls	N/A
39	Vessel swing carried out at safe position	N/A
40	Correct heading / adjusted as required	N/A
41	Aware of the affect control settings selected have on propulsion units	N/A
42	Appropriate maneuvering during final positioning	N/A
43	Appropriate position to secure mooring lines	N/A
44	Offshore Facility Position to vessel (N,S,E,W)	N/A
45	Ability to Hold station with minimal deviation / excursion	N/A
46	Documents Operations / Activities	N/A
47	Visually inspects:	
	<ul> <li>Mooring Line Condition</li> <li>Heading</li> <li>Position</li> <li>Traffic</li> <li>Buoys</li> <li>Standby Vessels</li> <li>Projections</li> <li>Offshore Facility OIM</li> </ul>	N/A



Retention Period - Three Years

Revision Number: 16 Date Effective: 1 April 2018 Approved: DPA

## Offshore Maneuvering (Dynamic Positioning):

48	DP Familiarization Completed	N/A		
49	DP Checklist Completed	N/A		
50	Engine Room Checklist Completed	N/A		
51	Contingency Plan Considered	N/A		
52	DP Bailout Completed	N/A		
Offshore Facility Position to vessel (N,S,E,W)		N/A		
54	Hold station (deviation / excursion)	N/A		
55	Appropriate Heading Changes	N/A		
56	Documents DP Operations	N/A		

### Maneuvering in Port:

57	Wind Speed / Direction (knots)	No Wind		
58	Tidal Flow (ebb / flood)	Ebb		
59	Tidal Rate (knots)	.2 kts		
60	Vessels Draft	8.5ft		
61	Water Depth / Under Keel Clearance	5ft		
62	Maintains proper speed for conditions	Good		
63	Ability to maneuver in tight / congested channels	Good		
64	Ability to moor alongside dock or another vessel	Good		
65	Ability to shift the vessel away from a dock or another vessel	Good		



### Form 19600 Ship Handling Appraisal Retention Period - Three Years

Revision Number: 16 Date Effective: 1 April 2018 Approved: DPA

SEACOR

Appraiser's Comments Regarding the Officers Ship Handling: first time moving the vessel with me and he did an great job. This was Appraiser's Recommendations Regarding the Officers Ship Handling: None needed. I believe would be a great Master one day Officer being Appraised Comments:



**Revision Number: 15** Date Effective: 1 Oct 2016 Approved: DPA

Date of Appraisal:	Date of Future Appraisal:
01-09-18	As needed
Employee Name & Position:	
Appraiser Name & Position:	
Vessel: SEACOR Influer	nce

Rate the employee's abilities in each of the elements of the abilities table by placing a tick in the appropriate box below. 1=Unsatisfactory 2=Below Average 3=Meets Job Requirements 4=Exceeds Job Requirements 5=Exceptional

Abilities Table	1	2	3	4	5	Not Applicable and Why
Communication				1		
Conduct				1		
Initiative				1		
Attitude				1		
Safety				1		
Health & Appearance				1		
Personal Hygiene				1		
Seamanship Skills						Vessel is out of service can't appraise
Engineering Skills				1		
Navigational Skills						Vessel is out of service can't appraise
Social Skills				1		
Management Skills				1		
Overall Performance				1		

Appraiser's	description of employee's overall performance:
of him. It's a	has excellent work ethics and willing to help out regardless of what's asked pleasure to have him on-bard.



Revision Number: 15 Date Effective: 1 Oct 2016

Approved: DPA

What is the employee expected to	achieve before his/her next appraisal?
N/A	
Are there any training and develo	pment needs to be addressed?
None I'm aware of	
Identify what, if any, recommende employee?	ed promotion, advancement or tuition assistance for the
Due to Mr working the stace once things pick up Mr wou	cked fleet he is serving the vessel in many capacities; ald make an excellent officer.
Signature of Appraiser:	101 Date: 1-9-18-
Employees comments:	
Signature of Employee:	Date: 9-Jan-2018
To be completed by shore based ma	anagement.
Comments.	
Supervisor:	Management:
Sign:	Sign:
Date: 1/9/18	Date: 1-10-2018



Revision Number: 15 Date Effective: 1 Oct 2016

Approved: DPA

#### SEACOF

Date of Appraisal:	****				D	ate of Future Appraisal:
3-22-17						
Employee Name & Pos	ition					
Appraiser Name & Pos	ition					
Vessel: SEACOR	CHA	MF	OIS	1		
Rate the employee's ab appropriate box below. 4=Exceeds Job Require	1=	Unsa	atisfac	tory	2=E	nts of the abilities table by placing a tick in t Below Average 3=Meets Job Requiremen
Abilities Table	1	2	3	4	5	Not Applicable and Why
Communication					✓	
Conduct					<b>√</b>	
Initiative					✓	
Attitude					√	
Safety				1		
Health & Appearance				1		
Personal Hygiene				1		
Seamanship Skills					✓	
Engineering Skills				1		is not an Eng. but for sure just as good
Navigational Skills				1		
Social Skills					1	
Management Skills				1		
Overall Performance					✓	
Appraiser's descriptio	n of c	mple	nvee'	s over	all n	erformance:
Mr. is an	Exce	ption	al		ar	nd an absolute pleasure to have on any ease leave him on the Seacor Champion



Revision Number: 15 Date Effective: 1 Oct 2016

Approved: DPA

**SEACOR** 

What is the employee expected to achieve be	efore his/her next appraisal?
Keep doing what he does right now every da	ay of the week!
Are there any training and development nee	ds to be addressed?
NONE.	
Identify what, if any, recommended promoti employee?	on, advancement or tuition assistance for the
s a true asset to Seacor and shin the future.	nould be given any and all support he ask for
Signature of Appraiser	Date: 3-22-17
Employees comments:	
Signature of Employee:	Date: 22 - Mar - 17
To be completed by shore based management.	
Comments:	
Supervisor:	Management:
Sign:	Sign:
Date: 3 28 17	Date: 3. 29. 2017



Employee: \_
Evaluator: \_

Date: MARCH 2016

An **Authorized Evaluator** shall complete this form for each Employee in their charge and return to the Human Resources Department at the end of **Every Quarter**.

#### Please rate each category that applies as follows:

- 3: Performance exceeds expectation
- 2: Performance meets expectations
- 1: Performance does not meet expectations; improvement and/or training is needed

Gene	eral	Per	forman	се
1	Promptness (performs task on time)	1	/2)	3
2	Dependable / takes orders (reliable, trustworthy)	1	2	13/
3	Manner / Behavior (polite, courteous, respectful)	1	2	(3)
4	Personal Hygiene / Appearance (clean, neat, represents SLB)	1	(3)	3
5	Self-Motivation (takes initiative)	1	2	(3)
6	Self-Control / Patience (able to control ones emotions)	1	8	3
7	Judgment / Common Sense (sound practical sense)	1	2	3
Com	pany Policy / Safety Policy / Guideline Compliance	Per	forman	ice ,
8	Safely Performs Assignments (works with safety controls in place)	1	2	(3)
9	Safety Awareness of Hazards on Site (able to see risk associated with the task and verbalize them in the BJSEA process)	1	2	8
10	Uses the proper Personal Protection Equipment for the task	1	0	3
11	Understands Company Policies	1	12/2	3
12	Follows Company Policies	1	0	3
13	Does task within the BJSEA process (contributes to and works by BJSEAs)	1	2	3
14	Participates In Safety Meetings (actively contributes to the group)	1	2	3
15	Understand & observes USCG Regulations	1	0	3
Exec	ution of Work Assignments	Performance \		
17	Maintains a positive attitude towards workload	1	2	3
18	Completes assignments	1	2	182
19	Quality of work	1	2	(3)



			2	
20	Can work alone or as a team	1	(3)	3
21	Uses company resources wisely	1	K	3
22	Ability to stay on task and prioritize work	1	(2)	3
Know	ledge of Job Responsibilities for Position	Per	forman	се
23	Knowledge of position's job requirements	1	(3)	3
24	Mechanical / Technical ability	1	12/	3
25	Knowledge of and ability to execute responsibilities within SIP	1	(2)	3
26	Skill level operating the equipment of job position	1	(2)	3
Vess	el Operations for Ratings (Non Officers)	Per	forman	се
27	Ability to stand watch (attentive Look-Out)	1	2	3
28	Ability to steer the vessel and hold course	1	2	3
29	Skill level with navigational equipment (radios, RADAR, GPS, etc.)	1	2	3
30	Knowledge of "Rules of the Road"	1	2	3
31	Skill level rigging (if certified)	1	2	3
32	If a crane operator, what are skill levels for operating the crane and executing crane maintenance (does the skill level match crane rating?)	1	(2)	3
Vess	el Operations for Licensed Officers	Performance		
33	Skill level as an Officer In Charge of a Navigational Watch	1	(2)	3
34	Skill Level with vessel navigation	1	(2)	3
35	Skill level with navigational equipment (radios, RADAR, GPS, etc.)	1	6)	3
36	Knowledge of "Rules of the Road"	1	2	(3)
37	Skill level positioning and/or jacking the vessel	1	2	3
38	Manages the crew in a professional manner	1	(2)	3
39	If a crane operator, what are skill levels for operating the crane and executing crane maintenance (does the skill level match crane rating?)	1	(2)	3
Stewa	ards Department	Performance		
40	Rotates stock and maintains a proper inventory	1	2	3
41	Level of cleanliness of Galley and Dining Areas	1	2	3
42	Level of organization to Galley and Dining Areas	1	2	3
43	Level of quality and variety meals prepared	1	2	3
44	Customer Oriented	1	2	3



### **Comments by Evaluator:**

Line #	Comments:
	DOES A GREAT JOB. HE IS EASILY CONCHED AND IS A QUICK STROY. THE CREW HAS A GREAT OLAZ OF RESPECT FOR HIM & HANDLES HIS MATE'S POSITION WELL. IT IS MY PLEASURE PO SAIL
	AND IS A QUICK STINGS. THE CREW HAS A GREAT
	DEAL OF RESPECT FOR AIM & HANDLES HIS MATE'S
	POSITION WEIL. IT IS MY PLENSURE SO SMIL
	WIN AM HIM!
Evaluato	or Signature
Employe	ee Signat



Revision Number: 16 Date Effective: 1 April 2018 Approved: DPA

**SEACOR** 

Date of Appraisal: 11-17-19	Date of Future Appraisal:
Employee Name & Position:	
Appraiser Name & Position:	
Vessel: Seacor Power	

Rate the employee's abilities in each of the elements of the abilities table by placing a tick in the appropriate box below. 1=Unsatisfactory 2=Below Average 3=Meets Job Requirements 4=Exceeds Job Requirements 5=Exceptional

Abilities Table	1	2	3	4	5	Not Applicable and Why
Communication				1		
Conduct				1		
Initiative			1			
Attitude				1		
Safety			1			
Health/ Appearance				1		
Personal Hygiene				1		
Seamanship Skills			/			
Engineering Skills			/			
Navigational Skills						N/A
Social Skills				1		
Management Skills			1			
Overall Performance			1			

Appraiser's description of employee's overall performance:
is new to this vessel, he is not as familiar with the systems on here as some but he has taken the initiative to learn at every opportunity. I have known a long time and I'm fortunate to see how far he has come as an Engineer. He is a competent Engineer and has spearheaded the vessel inspections in preparation for the upcoming USCG inspection.



Revision Number: 16 Date Effective: 1 April 2018

Approved: DPA

What is the employee expected to ac	hieve before his/her next appraisal?
Continue to learn vessel systems, to	include Emergency systems.
Are there any training and developme	ent needs to be addressed?
Nothing particular, same as mentione	d above.
Identify what, if any, recommended the employee?	promotion, advancement or tuition assistance for
Signature of Appraiser:	Date: 11-17-19
Employees comments:	
むのいそ	
Signature of Employee:	Date: 11-17-19
To be completed by shore based manage Comments:	
Comments.	
Supervisor:	Management:
Sign:	Sign:
Date:	Date:



Revision Number: 16 Date Effective: 1 April 2018

Approved: DPA

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				Da	ate of Future Appraisal:	
05/	22/2	019				
Employee Name & Po	sitio	n:				
Appraiser Name & Po	sitio	1:				
Vessel: Jill						
ppropriate box below. =Exceeds Job Require	1= ments	:Unsa s 5=l	tisfac Excep	tory otiona	2=E	nts of the abilities table by placing a tick in Below Average 3=Meets Job Requirem
Abilities Table	1	2	3	4	5	Not Applicable and Why
Communication			<b>√</b>			
Conduct			✓			
Initiative			✓			
Attitude			1			
Safety			✓			
Health/ Appearance			✓			
			✓			
Personal Hygiene		SCALL .	11/0			
Personal Hygiene Seamanship Skills			✓			
Personal Hygiene Seamanship Skills Engineering Skills			1			
Personal Hygiene Seamanship Skills Engineering Skills Navigational Skills						
Personal Hygiene Seamanship Skills Engineering Skills Navigational Skills			1			
Personal Hygiene Seamanship Skills			<b>✓</b>			



Revision Number: 16 Date Effective: 1 April 2018

Approved: DPA

What is the employee expected to	achieve before his/her next appraisal?
Are there any training and develop	oment needs to be addressed?
	ed promotion, advancement or tuition assistance for
the employee?	
Signature of Appraiser:	Date:
Employees comments:	
Signature of Employee:	Date:
	Date: 5 - 22 - 19
o be campleted by snote based man	agement.
Comments:	
Supe	Management:
<u> </u>	
Sign:	Sign:

Date:

5-22-2019

Date:

5/22/19



Employee	
Evaluator:	

Date: 1/6/16

An **Authorized Evaluator** shall complete this form for each Employee in their charge and return to the Human Resources Department at the end of **Every Quarter**.

#### Please rate each category that applies as follows:

- 3: Performance exceeds expectation
- 2: Performance meets expectations
- 1: Performance does not meet expectations; improvement and/or training is needed

General		Per	Performance		
1	Promptness (performs task on time)	1	2	(8)	
2	Dependable / takes orders (reliable, trustworthy)	1	2	(3)	
3	Manner / Behavior (polite, courteous, respectful)	1	2	(3)	
4	Personal Hygiene / Appearance (clean, neat, represents SLB)	1	2	3	
5	Self-Motivation (takes initiative)	1	2	3	
6	Self-Control / Patience (able to control ones emotions)	1	2	(3)	
7	Judgment / Common Sense (sound practical sense)	1	2	(3)	
Com	pany Policy / Safety Policy / Guideline Compliance	Per	forma	nce	
8	Safely Performs Assignments (works with safety controls in place)	1	2	(3)	
9	Safety Awareness of Hazards on Site (able to see risk associated with the task and verbalize them in the BJSEA process)	1	2	િ	
10	Uses the proper Personal Protection Equipment for the task	1	2	(3)	
11	Understands Company Policies	1	2	(B)	
12	Follows Company Policies	1	2	(3)	
13	Does task within the BJSEA process (contributes to and works by BJSEAs)	1	2	3	
14	Participates In Safety Meetings (actively contributes to the group)	1	2	(3)	
15	Understand & observes USCG Regulations	1	2	(3)	
Exec	ution of Work Assignments	Per	forma	nce	
17	Maintains a positive attitude towards workload	1	2	(3)	
18	Completes assignments	1	2	(3)	
19	Quality of work	1	2	(3)	



20	Can work alone or as a team	1	2	3
21	Uses company resources wisely	1	2	$\sqrt{3}$
22	Ability to stay on task and prioritize work	1	2	[3]
Know	ledge of Job Responsibilities for Position	Per	forman	ce
23	Knowledge of position's job requirements	1	2	(8)
24	Mechanical / Technical ability	1	2	(3)
25	Knowledge of and ability to execute responsibilities within SIP	1	2	3
26	Skill level operating the equipment of job position	1	2	(3)
Vesse	el Operations for Ratings (Non Officers)	Per	forman	се
27	Ability to stand watch (attentive Look-Out)	1	2	3
28	Ability to steer the vessel and hold course	1	2	3
29	Skill level with navigational equipment (radios, RADAR, GPS, etc.)	1	2	3
30	Knowledge of "Rules of the Road"	1	2	3
31	Skill level rigging (if certified)	1	2	3
32	If a crane operator, what are skill levels for operating the crane and executing crane maintenance (does the skill level match crane rating?)	1	2	3
Vesse	Operations for Licensed Officers	Per	forman	се
33	Skill level as an Officer In Charge of a Navigational Watch	1	3	3
34	Skill Level with vessel navigation	1	3	3
35	Skill level with navigational equipment (radios, RADAR, GPS, etc.)	1	@	3
36	Knowledge of "Rules of the Road"	1	3	3
37	Skill level positioning and/or jacking the vessel	1	1	3
38	Manages the crew in a professional manner	1	Ö	3
39	If a crane operator, what are skill levels for operating the crane and executing crane maintenance (does the skill level match crane rating?)	1	3	3
Stewa	ards Department	Per	forman	ice
40	Rotates stock and maintains a proper inventory	1	2	3
41	Level of cleanliness of Galley and Dining Areas	1	2	3
42	Level of organization to Galley and Dining Areas	1	2	3
43	Level of quality and variety meals prepared	1	2	3
44	Customer Oriented	1	2	3



#### **Comments by Evaluator:**

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Employee Signa			





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Employee: _		
Evaluator: _		

Date: 4/5/16

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20	Can work alone or as a team	1	2	3	
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### **Comments by Evaluator:**

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