



SEACOR

Form 19410
Performance Assessment
Retention Period – Three Years

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

Date of Appraisal: 10-31-2019	Date of Future Appraisal:
Employee Name & Position: [REDACTED]	
Appraiser Name & Position: [REDACTED]	
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					✓	
Conduct					✓	
Initiative					✓	
Attitude					✓	
Safety					✓	
Health/ Appearance					✓	
Personal Hygiene					✓	
Seamanship Skills				✓		
Engineering Skills					✓	
Navigational Skills				✓		
Social Skills					✓	
Management Skills					✓	
Overall Performance					✓	

Appraiser's description of employee's overall performance:
[REDACTED] has worked with me for many years and does a hell of a job as a [REDACTED] [REDACTED] Always willing to help us do anything on the boat to keep it up.



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What is the employee expected to achieve before his/her next appraisal?	
Keep doing what he is doing	
Are there any training and development needs to be addressed?	
NO	
Identify what, if any, recommended promotion, advancement or tuition assistance for the employee?	
N/A	
S	Date: 10-31-2019
E	
Signature of Employee:	
Date: 10/31/2019	
To be completed by shore based management.	
Comments:	
Supervisor:	Management:
Sign:	Sign:
Date:	Date:



SEACOR

Form 19410
Performance Assessment
Retention Period – Three Years

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

Date of Appraisal: 11-6-17	Date of Future Appraisal:
Employee Name & Position: [REDACTED]	
Appraiser Name & Position: [REDACTED]	
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					✓	
Conduct				✓		
Initiative					✓	
Attitude				✓		
Safety					✓	
Health & Appearance				✓		
Personal Hygiene				✓		
Seamanship Skills				✓		
Engineering Skills				✓		
Navigational Skills				✓		
Social Skills				✓		
Management Skills				✓		
Overall Performance				✓		

Appraiser's description of employee's overall performance:
[REDACTED] has worked for me many years and has always done a excellent job.



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

Are there any training and development needs to be addressed?

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

Signature

Date:

11-6-17

Employee comments:

Signature of Employee:

Date:

11/6/17

To be completed by shore based management.

Comments:

Supervisor

Management:

Sign:

Sign:

Date:

Date:

11/6/17

11-6-2017

SO 511-00 Personnel Evaluation Report

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
Knowledge of Job Responsibilities for Position		Performance		
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
Vessel Operations for Ratings (Non Officers)		Performance		
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
Vessel 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	2	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
Stewards 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

SO 511-00 Personnel Evaluation Report

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
Knowledge of Job Responsibilities for Position		Performance		
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
Vessel Operations for Ratings (Non Officers)		Performance		
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
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Vessel 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
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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
Stewards 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

N/A

N/A

N/A

N/A

N/A

N/A

N/A



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

Date of Appraisal: 10-31-2019	Date of Future Appraisal:
Employee Name & Position:	[REDACTED]
Appraiser Name & Position:	[REDACTED]
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					✓	
Conduct					✓	
Initiative					✓	
Attitude					✓	
Safety					✓	
Health/ Appearance					✓	
Personal Hygiene					✓	
Seamanship Skills				✓		
Engineering Skills					✓	
Navigational Skills				✓		
Social Skills					✓	
Management Skills					✓	
Overall Performance					✓	

Appraiser's description of employee's overall performance:

[REDACTED] has worked with me for many years and does a hell of a job as a [REDACTED]
[REDACTED] Always willing to help us do anything on the boat to keep it up.



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

Keep doing what he is doing

Are there any training and development needs to be addressed?

NO

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

N/A

Date:

10-31-2019

Employees comments:

Signature of Employee:

Date:

10/31/2018

To be completed by shore based management.

Comments:

Supervisor:

Management:

Sign:

Sign:

Date:

Date:

Performance Assessment Form 10200

Vessel:	Seacor Power	Date:	3-24-21
Employee Name:	[REDACTED]	Position:	[REDACTED]
Signature:	[REDACTED]		
Appraiser Name:	[REDACTED]	Position:	[REDACTED]
Signature:	[REDACTED]		

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				✓		
Conduct				✓		
Initiative				✓		
Attitude				✓		
Safety				✓		
Health/ Appearance				✓		
Personal Hygiene				✓		
Seamanship Skills				✓		
Engineering Skills				✓		
Navigational Skills				✓		
Social Skills				✓		
Management Skills				✓		
Overall Performance				✓		

Appraiser's description of employee's overall performance:

[REDACTED] is a LONG TIME Captain that happens to be on my vessel as a [REDACTED] It is always a blessing to have such experience on your crew, it doesn't happen very often. [REDACTED] always asks how he can help and doesn't mind getting his hands dirty. [REDACTED] is working on getting a better understanding of our filing system so he can take a bigger role in that process.

What is the employee expected to achieve before his/her next appraisal?
Date of Future Appraisal: 3-24-21

Are there any training and development needs to be addressed?

█ is working on getting a better understanding of our filing system and SMS protocol.

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

Employee has proven competency in the operation of the ship's equipment related to their position: Examples: hand tools, power tools, cranes, machinery, winches, tuggers, etc

Employees comments:

Completed by Shore Base Management:

Management Name:		Position:	
Signature:		Date:	

Retention Period – 3 years



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 Approved: DPA

Date of Appraisal: 01/23/2020	Date of Future Appraisal:
Employee Name & Position: [REDACTED]	
Appraiser Name & Position: [REDACTED] Operations Manager	
Vessel: LB Myrtle	

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				✓		
Conduct				✓		
Initiative				✓		
Attitude				✓		
Safety				✓		
Health/ Appearance				✓		
Personal Hygiene				✓		
Seamanship Skills				✓		
Engineering Skills						N/A Vessel Master
Navigational Skills				✓		
Social Skills				✓		
Management Skills				✓		
Overall Performance				✓		

Appraiser's description of employee's overall performance:
[REDACTED] has been very proficient in running, managing and maintaining the LB Myrtle.



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Are there any training and development needs to be addressed?

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

Signature of Appraiser:

Date: 1/23/2020

Employees comments:

Signature of Employee:

Date: 1/24/2020

To be completed by shore based management.

Comments:

Supervisor:

Management:

Sign:

Sign:

Date:

Date:

01/23/2020



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Approved: DPA

Date of Appraisal: 1/21/2019	Date of Future Appraisal:
Employee Name & Position: [REDACTED]	
Appraiser Name & Position: [REDACTED]	
Vessel: LB Myrtle	

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				✓		
Conduct				✓		
Initiative				✓		
Attitude				✓		
Safety				✓		
Health/ Appearance				✓		
Personal Hygiene				✓		
Seamanship Skills				✓		
Engineering Skills						N/A Vessel Master
Navigational Skills				✓		
Social Skills				✓		
Management Skills				✓		
Overall Performance				✓		

Appraiser's description of employee's overall performance:



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

Are there any training and development needs to be addressed?

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

Signature of Appraiser:

Date:

1/21/2019

Employees comments:

Signature of Employee:

Date:

To be completed by shore based management.

Comments:

Supervisor:

Management:

Sign:

Sign:

Date:

Date:

1/21/2019



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Date of Appraisal: 1/21/2019	Date of Future Appraisal:
Employee Name & Position: [REDACTED]	
Appraiser Name & Position: [REDACTED]	
Vessel: LB Myrtle	

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				✓		
Conduct				✓		
Initiative				✓		
Attitude				✓		
Safety				✓		
Health/ Appearance				✓		
Personal Hygiene				✓		
Seamanship Skills				✓		
Engineering Skills						N/A Vessel Master
Navigational Skills				✓		
Social Skills				✓		
Management Skills				✓		
Overall Performance				✓		

Appraiser's description of employee's overall performance:



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

Are there any training and development needs to be addressed?

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

Signature of Appraiser:

Date: 1/21/2019

Employees comments:

Signature of Employee:

Date:

To be completed by shore based management.

Comments:

Supervisor:

Management:

Sign:

Sign:

Date:

Date: 1/21/2019



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Form 19410
Performance Assessment
Retention Period – Three Years

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

Date of Appraisal: 12/29/2017	Date of Future Appraisal:
Employee Name & Position: [REDACTED]	
Appraiser Name & Position: [REDACTED] Operations Manger	
Vessel: Seacor Champion and Endeavor	

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				✓		
Conduct				✓		
Initiative				✓		
Attitude				✓		
Safety				✓		
Health & Appearance				✓		
Personal Hygiene				✓		
Seamanship Skills				✓		
Engineering Skills				✓		
Navigational Skills				✓		
Social Skills				✓		
Management Skills				✓		
Overall Performance				✓		

Appraiser's description of employee's overall performance:
[REDACTED] is highly regarded in his abilities to manage and handle the larger vessels in the fleet with proficiency.

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SEACOR

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	
Signature: [Redacted]	Date: 12-29-2017
Employees comments:	
[Redacted]	
[Redacted]	Date: 12/29/17
To be completed by shore based management.	
Comments:	
[Redacted]	
Supervisor:	Ma [Redacted]
Sign: [Redacted]	Sig [Redacted]
Date: 1/4/18	Date: 12-29-2017



SEACOR

Form 19410
Performance Assessment
Retention Period – Three Years

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

Date of Appraisal: 12/6/2016	Date of Future Appraisal:
Employee Name & Position: [REDACTED]	
Appraiser Name & Position: [REDACTED] Superintendent	
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				✓		
Conduct				✓		
Initiative			✓			
Attitude				✓		
Safety				✓		
Health & Appearance				✓		
Personal Hygiene				✓		
Seamanship Skills				✓		
Engineering Skills			✓			
Navigational Skills				✓		
Social Skills			✓			
Management Skills			✓			
Overall Performance			✓			

Entered into ORACLE
DEC 07 2016

Appraiser's description of employee's overall performance:



SEACOR


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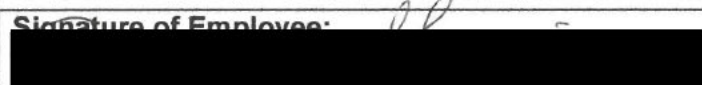
What is the employee expected to achieve before his/her next appraisal?

Are there any training and development needs to be addressed?

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

 Date: 12-6-16

Employees comments:

Signature of Employee:  Date: 12-6-16

To be completed by shore based management.

Comments:

Supervisor: 	Management: 
Sig: 	Sign: 
Date: 12-6-16	Date: 12/7/16



SEACOR

Form 19410
Performance Assessment
Retention Period – Three Years

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

Date of Appraisal: 12/13/2019	Date of Future Appraisal: 12/13/2020
Employee Name & Position: [REDACTED]	
Appraiser Name & Position: [REDACTED] - Operations Manager	
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					✓	
Conduct				✓		
Initiative					✓	
Attitude					✓	
Safety				✓		
Health & Appearance				✓		
Personal Hygiene				✓		
Seamanship Skills				✓		
Engineering Skills				✓		
Navigational Skills				✓		
Social Skills				✓		
Management Skills				✓		
Overall Performance				✓		

Appraiser's description of employee's overall performance:
[REDACTED] continues to be Very Proficient in Running, Managing and Maintaining the Seacor Power.



SEACOR

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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	
Signature of Appraiser: [REDACTED]	Date: 12/13/2019
Employees comments:	
It's a pleasure to work with good people / Thank's for everything and hopefully we all have a good year . [REDACTED]	
Signature of Employee: [REDACTED]	Date: 12-20-2019
To be completed by [REDACTED] ment.	
Comments:	
Supervisor: [REDACTED]	Management: [REDACTED]
Sign: [REDACTED]	Sign: [REDACTED]
Date: 16 Dec. 2019	Date: 12/13/2019



SEACOR

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Retention Period – Three Years

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

Date of Appraisal: 1-9-2018	Date of Future Appraisal:
Employee Name & Position: [REDACTED]	
Appraiser Name & Position: [REDACTED] Superintendent	
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				✓		
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Initiative					✓	
Attitude					✓	
Safety				✓		
Health & Appearance				✓		
Personal Hygiene				✓		
Seamanship Skills					✓	
Engineering Skills					✓	
Navigational Skills					✓	
Social Skills					✓	
Management Skills				✓		
Overall Performance					✓	

Appraiser's description of employee's overall performance: [REDACTED] does excellent job with crews and contractors. [REDACTED] has a lot of experience never a problem.
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What is the employee expected to achieve before his/her next appraisal?	
Are there any training and development needs to be addressed?	
Identify what, if any, recommended promotion, advancement or tuition assistance for the employee?	
Signature of Appraiser	Date:
Employees comments:	
IT MAKES OUR JOB A LOT EASIER WITH THE HELP OF SUPERINTENDENTS LIKE	
Signature	Date:
	1-18-18
<i>To be completed by shore based management.</i>	
Comments:	
Supervisor:	Management:
Sign	Si
Date:	Date:
1/18/18	1-18-2018



SEACOR

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Approved: DPA

Date of Appraisal: 12/7/2016	Date of Future Appraisal:
Employee Name & Position: [REDACTED]	
Appraiser Name & Position: [REDACTED] / Superintendent	
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				✓		
Conduct				✓		
Initiative				✓		
Attitude				✓		
Safety				✓		
Health & Appearance				✓		
Personal Hygiene				✓		Entered into CRACLE
Seamanship Skills				✓		DEC 07 2016
Engineering Skills				✓		
Navigational Skills				✓		
Social Skills				✓		
Management Skills				✓		
Overall Performance				✓		

Appraiser's description of employee's overall performance:



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Are there any training and development needs to be addressed?

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

Signature of Appraiser:

Date:

12-7-16

Employees comments:

Signature

Date:

12-7-16

To be completed by shore based management.

Comments:

Supervisor:

Management:

Sign:

Sign:

Date:

12-7-16

Date:

12/7/16

Seacor Lithiate LLC - Performance Evaluation

Employee Name

Supervisor

Tammy Spauler

Position

Year

2018

PERFORMANCE FACTOR	1. Unsatisfactory: must improve	2. Meets job requirements	3. Exceeds job requirements	4. Substantially exceeds job requirements
1. Knowledge of Work Demonstrates required knowledge and skills to manage and operate under BLS Safety Management System	1	3	5	7
2. Planning & Organizing Sets and meets realistic target dates; organizes work for most efficient handling; even time efficiently and completion of assigned JCRs and Permit's to Work prior to work commencing	1	3	5	7
3. Problem Solving/Judgment Identifies problems quickly; makes sound decisions after analyzing all relevant facts; consulting with management as needed	1	3	5	7
4. Versatility/Adaptability Learns new methods and techniques quickly; able to adapt to new processes and policies without difficulty	1	3	5	7
5. Initiative Originates or develops constructive ideas; readily accepts responsibility	1	3	5	7
6. Cooperation Works well with others; contributes to the best interests of customer, crew and management	1	3	5	7
7. Leadership/Supervision Sets high performance standards; motivates; gets results through others; completes and discusses evaluations with crew	1	3	5	7
8. Development of Subordinates Ability to teach and train others to operate and handle all various aspects of a littoral B; Navigation, Propulsion, SMA, RP ECT.	1	3	5	7
9. Communication Expresses ideas clearly in speech and writing; listens effectively; keeps others informed as appropriate	1	3	5	7
10. Productivity Keeps the vessel in good operating condition and maintains a high standard for preventative maintenance	1	3	5	7

A. In what key duties and responsibilities of the job has employee's performance exceeded requirements or expectations? Describe briefly.

steps up above all others in policies & procedures

B. What are some examples of improved performance during review period?

C. In what key duties and responsibilities of the job does employee need improvement to bring performance up to expectation or requirements?

D. Development Plans - (outline specific plans for employee to improve performance in those job areas listed in C, or to prepare for advancement).

At workplace - SMS training, coaching by supervisors, etc.

Away from workplace - study courses, etc.

Overall Performance

Unsatisfactory performance, must improve

Performance met the requirements of the job

Performance at times exceeded job requirements

Performance consistently exceeded job requirements

is a works with crew on all jobs. Power shows excellent improvement.

Discussed with employee on 12-9-15 by Additional comments or observations resulting from review with employee.

Employee comments: WE AS A CREW NEED TO SPEND MORE TIME THAN WE DO NOW IN THE SMS BOOK. THATS SOMETHING I NEED TO PUSH HARDER

Employee Signature:

Supervisor Signature:

Employee Signature:

VP&GM Signature:

Ship Handling Appraisal Form 10210

Vessel:	Seacor Power	Date:	1-18-2020
Position onboard:		Company:	Seacor Marine
Officer Name:		Sign:	
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	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

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):

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 style="list-style-type: none"> Mooring Line Condition Heading Position Traffic Buoys Standby Vessels Projections Offshore Facility OIM 	

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:

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 excellent boat handler and will make a good Captain , Whenever he is ready.

Retention Period – 3 years



SEACOR

Form 19410
Performance Assessment
Retention Period – Three Years

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

Date of Appraisal: 10-30-2019	Date of Future Appraisal:
Employee Name & Position: [REDACTED]	
Appraiser Name & Position: [REDACTED]	
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					✓	
Conduct					✓	
Initiative					✓	
Attitude					✓	
Safety				✓		
Health/ Appearance					✓	
Personal Hygiene				✓		
Seamanship Skills					✓	
Engineering Skills					✓	
Navigational Skills					✓	
Social Skills				✓		
Management Skills					✓	
Overall Performance					✓	

Appraiser's description of employee's overall performance:
[REDACTED] does a excellent job and is always ready to help anyone do anything .



SEACOR

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?	
Keep doing what he does	
Are there any training and development needs to be addressed?	
No	
Identify what, if any, recommended promotion, advancement or tuition assistance for the employee?	
Next step is to be a Captain / Has all the tools.	
Signature of Appraiser	Date: 10-30-2019
Employees comments:	
Signature of Employee:	Date: 10-30-2019
To be completed by shore based management.	
Comments:	
Supervisor:	Management:
Sign:	Sign:
Date:	Date:



SEACOR

Form 19410
Performance Assessment
Retention Period – Three Years

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

Date of Appraisal: <i>11/11/18</i>	Date of Future Appraisal:
Employee Name & Position: [REDACTED]	[REDACTED]
Appraiser Name & Position: [REDACTED]	[REDACTED]
Vessel: <i>MYRTLE</i>	

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				✓		
Conduct				✓		
Initiative				✓		
Attitude				✓		
Safety				✓		
Health/ Appearance				✓		
Personal Hygiene				✓		
Seamanship Skills				✓		
Engineering Skills				✓		
Navigational Skills				✓		
Social Skills				✓		
Management Skills				✓		
Overall Performance				✓		

Appraiser's description of employee's overall performance: <i>[REDACTED] DOES VERY VERY WELL AT HIS POSITION ONBOARD, WITH ALL CREW MEMBERS, CUSTOMERS, AND VESSEL OPERATIONS</i>
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Form 19410
Performance Assessment
Retention Period – Three Years

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

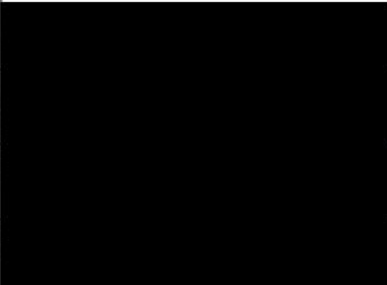

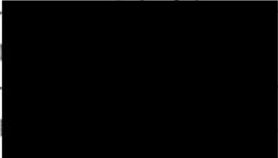
What is the employee expected to achieve before his/her next appraisal?	
N/A	
Are there any training and development needs to be addressed?	
N/A	
Identify what, if any, recommended promotion, advancement or tuition assistance for the employee?	
N/A	
Signature: [Redacted]	Date: 11/11/18
Employees comments:	
[Redacted]	
Signature of Employee: [Redacted]	Date: 11-Nov-18
<i>To be completed by shore based management.</i>	
Comments:	
[Redacted]	
Supervisor:	Management:
Sign:	Sign:
Date:	Date:



Form 19600
Ship Handling Appraisal
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:			
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



SEACOR

Form 19600
Ship Handling Appraisal
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 emplemented
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



Form 19600
Ship Handling Appraisal
Retention Period – Three Years

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

SEACOR

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:	N/A
	<ul style="list-style-type: none">• Mooring Line Condition• Heading• Position• Traffic• Buoys• Standby Vessels• Projections• Offshore Facility OIM	



Form 19600
Ship Handling Appraisal
Retention Period – Three Years

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

SEACOR

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:

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



SEACOR

Form 19600
Ship Handling Appraisal
Retention Period – Three Years

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

Appraiser's Comments Regarding the Officers Ship Handling:

This was [REDACTED] first time moving the vessel with me and he did an great job.

Appraiser's Recommendations Regarding the Officers Ship Handling:

None needed. I believe [REDACTED] would be a great Master one day

Officer being Appraised Comments:



SEACOR

Form 19410
Performance Assessment
Retention Period – Three Years

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

Date of Appraisal: 01-09-18	Date of Future Appraisal: As needed
Employee Name & Position: [REDACTED]	
Appraiser Name & Position: [REDACTED]	
Vessel: SEACOR Influence	

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				✓		
Conduct				✓		
Initiative				✓		
Attitude				✓		
Safety				✓		
Health & Appearance				✓		
Personal Hygiene				✓		
Seamanship Skills						Vessel is out of service can't appraise
Engineering Skills				✓		
Navigational Skills						Vessel is out of service can't appraise
Social Skills				✓		
Management Skills				✓		
Overall Performance				✓		

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



SEACOR

Form 19410
Performance Assessment
Retention Period – Three Years

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?	
None I'm aware of	
Identify what, if any, recommended promotion, advancement or tuition assistance for the employee?	
Due to Mr [REDACTED] working the stacked fleet he is serving the vessel in many capacities; once things pick up Mr [REDACTED] would make an excellent officer.	
Signature of Appraiser: [REDACTED]	Date: 1-9-18
Employees comments:	
Signature of Employee: [REDACTED]	Date: 9-Jan-2018
<i>To be completed by shore based management.</i>	
Comments:	
Supervisor: [REDACTED]	Management: [REDACTED]
Sign: [REDACTED]	Sign: [REDACTED]
Date: 1/9/18	Date: 1-10-2018



SEACOR

Form 19410
Performance Assessment
Retention Period – Three Years

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

Date of Appraisal: 3-22-17	Date of Future Appraisal:
Employee Name & Position: [REDACTED]	
Appraiser Name & Position: [REDACTED]	
Vessel: SEACOR CHAMPION	

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					✓	
Conduct					✓	
Initiative					✓	
Attitude					✓	
Safety				✓		
Health & Appearance				✓		
Personal Hygiene				✓		
Seamanship Skills					✓	
Engineering Skills				✓		[REDACTED] is not an Eng. but for sure just as good.
Navigational Skills				✓		
Social Skills					✓	
Management Skills				✓		
Overall Performance					✓	

Appraiser's description of employee's overall performance:

Mr. [REDACTED] is an Exceptional [REDACTED] and an absolute pleasure to have on any Vessel I may be in command of at any time. Please leave him on the Seacor Champion with myself !



SEACOR

Form 19410
Performance Assessment
Retention Period – Three Years

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

What is the employee expected to achieve before his/her next appraisal?	
Keep doing what he does right now every day of the week !	
Are there any training and development needs to be addressed?	
NONE.	
Identify what, if any, recommended promotion, advancement or tuition assistance for the employee?	
[REDACTED] is a true asset to Seacor and should be given any and all support he ask for in the future.	
Signature of Appraiser [REDACTED]	Date: 3-22-17
Employees comments:	
Signature of Employee: [REDACTED]	Date: 22-Mar-17
<i>To be completed by shore based management.</i>	
Comments:	
Supervisor: [REDACTED]	Management: [REDACTED]
Sign: [REDACTED]	Sign: [REDACTED]
Date: 3/28/17	Date: 3.29.2017

SO 511-00 Personnel Evaluation Report
Employee:
Date: MARCH 2016
Evaluator:

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		Performance		
1	Promptness (performs task on time)	1	2	3
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
Company Policy / Safety Policy / Guideline Compliance		Performance		
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	3
10	Uses the proper Personal Protection Equipment for the task	1	2	3
11	Understands Company Policies	1	2	3
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
Execution of Work Assignments		Performance		
17	Maintains a positive attitude towards workload	1	2	3
18	Completes assignments	1	2	3
19	Quality of work	1	2	3

SO 511-00 Personnel Evaluation Report

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
Knowledge of Job Responsibilities for Position		Performance		
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
Vessel Operations for Ratings (Non Officers)		Performance		
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
Vessel 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	2	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
Stewards 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



Line #	Comments:
	[REDACTED] DOES A GREAT JOB. HE IS EASILY COACHED AND IS A QUICK STUDY. THE CREW HAS A GREAT DEAL OF RESPECT FOR HIM & HANDLES HIS MATE'S POSITION WELL. IT IS MY PLEASURE TO SAIL WITH HIM HIM!
	[REDACTED]

Employee Signat



SEACOR

Form 19410
Performance Assessment
Retention Period – Three Years

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

Date of Appraisal: 11-17-19	Date of Future Appraisal:
Employee Name & Position: [REDACTED]	
Appraiser Name & Position: [REDACTED]	
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				✓		
Conduct				✓		
Initiative			✓			
Attitude				✓		
Safety			✓			
Health/ Appearance				✓		
Personal Hygiene				✓		
Seamanship Skills			✓			
Engineering Skills			✓			
Navigational Skills						N/A
Social Skills				✓		
Management Skills			✓			
Overall Performance			✓			

Appraiser's description of employee's overall performance: [REDACTED] 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 [REDACTED] 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.
--



SEACOR

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?	
Continue to learn vessel systems, to include Emergency systems.	
Are there any training and development needs to be addressed?	
Nothing particular, same as mentioned above.	
Identify what, if any, recommended promotion, advancement or tuition assistance for the employee?	
Signature of Appraiser:	Date: 11-17-19
[Redacted Signature]	
Employees comments:	
NONE	
Signature of Employee:	Date: 11-17-19
[Redacted Signature]	
<i>To be completed by shore based management.</i>	
Comments:	
Supervisor:	Management:
Sign:	Sign:
Date:	Date:
[Redacted Signature]	[Redacted Signature]



SEACOR

Form 19410
Performance Assessment
Retention Period – Three Years

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

Date of Appraisal: 05/22/2019	Date of Future Appraisal:
Employee Name & Position:	
Appraiser Name & Position:	
Vessel: Jill	

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			✓			
Conduct			✓			
Initiative			✓			
Attitude			✓			
Safety			✓			
Health/ Appearance			✓			
Personal Hygiene			✓			
Seamanship Skills			✓			
Engineering Skills			✓			
Navigational Skills			✓			
Social Skills			✓			
Management Skills			✓			
Overall Performance			✓			

Appraiser's description of employee's overall performance:

Employee meets the requirements



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?

Are there any training and development needs to be addressed?

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

Signature of Appraiser:

Date:

Employees comments:

Signature of Employee:

Date:

5-22-19

To be completed by shore based management.

Comments:

Supervisor:

Management:

Sign:

Sign:

Date:

Date:

5/22/19

5-22-2019

Employee:

Date: 1/6/16

Evaluator:

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

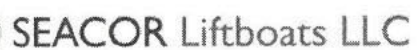
2: Performance meets expectations

1: Performance does not meet expectations; improvement and/or training is needed

General		Performance		
1	Promptness (performs task on time)	1	2	3
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
Company Policy / Safety Policy / Guideline Compliance		Performance		
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	3
10	Uses the proper Personal Protection Equipment for the task	1	2	3
11	Understands Company Policies	1	2	3
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
Execution of Work Assignments		Performance		
17	Maintains a positive attitude towards workload	1	2	3
18	Completes assignments	1	2	3
19	Quality of work	1	2	3

SO 511-00 Personnel Evaluation Report

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
Knowledge of Job Responsibilities for Position		Performance		
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
Vessel Operations for Ratings (Non Officers)		Performance		
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
Vessel 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	2	3
36	Knowledge of "Rules of the Road"	1	2	3
37	Skill level positioning and/or jacking the vessel <i>N/A</i>	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
Stewards 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



SO 511-00 Personnel Evaluation Report

Comments by Evaluator:

[illegible]

Evaluator Signal

Employee Signal

SO 511-00 Personnel Evaluation Report

Employee:

Date:

4/5/16

Evaluator:

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		Performance		
1	Promptness (performs task on time)	1	2	3
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
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SO 511-00 Personnel Evaluation Report

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Comments by Evaluator:

Evaluator Signature

Employee Signature