



Performance Measures				Baseline Data (if applicable)			CY 2013 Targets	CY 2013 Accompli shments	Rating
Description	Formula	Weight	Data Provider if applicable	2010	2011	2012			
MFO 1: Petroleum and Coal Exploration and Development									
Quantity 1: Geophysical Evaluation for Petroleum	No. of geophysical interpretation report/s validated by DOE	9%	Upstream Operations Division	3	2	2	3	4	12%
Quantity 2: Geological Evaluation for Petroleum	No. of geological evaluation report/s validated by DOE	8%	Upstream Operations Division	3	2	4	4	4	8%
Quantity 3: Farm-out and Farm-in Efforts	No. of Confidentiality Agreement/s signed with interested party	8%	Upstream Operations Division	7	3	5	5	8	12.8%
Quantity 4: Coal Geologic Survey	No. of geologic survey report/s validated by DOE	9%	Upstream Operations Division	1	1	2	2	2	9%
Quantity 5: Coal Drilling/Geophysical Logging	No. of drilling program approved by the DOE	9%	Upstream Operations Division	1	1	1	1	1	9%
Quantity 6: Mine Development	No. of mine development plan approved by the DOE	9%	Upstream Operations Division	1	1	0	1	1	9%
Quantity 7: Position Paper prepared and submitted on NEDA Guidelines	No. of position paper submitted for resolution of NEDA	2%	Upstream Operations Division/Legal Department	0	0	0	1	1	2%
Quantity 8: Position Paper prepared and submitted on EO556	No. of position paper submitted for resolution of OP	2%	Upstream Operations Division/Legal Department	0	0	0	1	1	2%
Quality 1: Safety Performance of the project sites and business/field units	Lost-time Incident*	4%	HSSE/Project Site/Business or Field Offices	0	0	1	0	0	4%

