

## **Appendix 4**

### **Questionnaire Results**

The following pages tabulate the results of a questionnaire provided to BP and BP contractor Pad Operators, Drill Site Operators, Field Operators, and Well Tenders as part of the investigation methodology. The population of potential responders was 203. A total of 105 questionnaires were returned as of October 13, 2006, the cut off date for questionnaire tabulation.

Questionnaire responses received after this date will be reviewed and any which contain information not already considered, or allege a violation of regulations will be forwarded to the AGOCC for disposition.

The questionnaire was created, distributed, and compiled in a manner that ensured the responders could not be identified. The questionnaire was also designed and distributed so that only targeted individuals would receive a copy of the questionnaire and targeted responders could only submit one questionnaire response.

The number of responses to each question and associated remarks are recorded in the following pages.

Because some responders did not answer some questions the total number of tabulated responses may not add up to the total number of responders.

The remarks provided by questionnaire responders were thoughtful and informative and have been compiled in the order they were received.

Comments following responders' remarks to Question 1 are from the lead investigator and are intended to add perspective that might not be apparent from the compiled number of "NOT" answers alone.

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Question 1	Tabulation
<p>Please circle any method you would <b>NOT</b> use to report a Health, Safety, or Environmental (HSE) concern:</p> <ul style="list-style-type: none"> <li>a. Your supervisor or line manager</li> <li>b. Well Integrity Group</li> <li>c. HSE Committee(s)</li> <li>d. HSE Hotline (can be anonymous)</li> <li>e. Paul Flaherty (External Contact – can be anonymous)</li> <li>f. Open Talk (can be anonymous)</li> <li>g. A regulatory agency</li> <li>h. BPXA Legal Department</li> </ul> <p>(Please explain why you would not use any circled paths in the remarks section.)</p>	<p style="text-align: center;">Number of “NOT’S”</p> <ul style="list-style-type: none"> <li>a. - 2</li> <li>b. - 6</li> <li>c. - 4</li> <li>d. - 8</li> <li>e. - 16</li> <li>f. - 11</li> <li>g. - 18</li> <li>h. - 16</li> </ul>
<p>Remarks:</p> <ol style="list-style-type: none"> <li>1. From my personal experience, the BP Managers and the HSE Committee do a very poor job of “fixing” the issue, yet a very good job of making the complainant look like a fool.</li> <li>2. I would not contact a regulatory agency until I had exhausted all other means “in house”, even though BP states that I am well within my rights to do so, without fear of retaliation! (Note: responder circled “g.”)</li> <li>3. I would not report a HSE concern to a regulatory agency first. I would prefer to report the concern in house first, but I would not lie to a regulator agency. (Note: responder circled “g.”)</li> <li>4. I have seen good response and feedback when following the proper reporting matrix within BP’s policy reporting HSE concerns. (Note: responder circled “g &amp; h.”)</li> <li>5. I don’t believe the legal dept is one of our reporting possibilities.</li> <li>6. Who is he? (Note: respondent circled “e.”)</li> <li>7. Why them, when I see something wrong I tell everyone. I believe that not reporting will cost you your job. I have never heard of any reprisals. (Note: responder circled “h.”)</li> <li>8. No need to report concerns to any of the circled choices. I feel the concern has or will be dealt with reporting to Environment or my supervisor. (Note: responder circled choices “d” thru “h.”)</li> <li>9. I don’t feel I would need to report to anybody above local departments because from what I have seen action would be taken before it got to that point, but I would if I felt it necessary.</li> <li>10. There is no need, tell one or all. The first 3 have always and will (I am confident) take care of the problem.</li> <li>11. I <u>would</u> use them all.</li> <li>12. I wouldn’t use any of the others because the best route and the route most appropriate would be manager/supervisor. (Note: Responder circled all choices but “a.”)</li> <li>13. “b” – not the proper channel for reporting; “h” – This would be done at a higher level. I would not contact the legal dept. (Note: responder circled “b” and “h.”)</li> </ol>	

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14. Don't know who he is!!! (Note: responder circled "e.")
15. I would report any HSE concern to any of these if I didn't get results from the lowest agency to the highest agency.
16. I feel confident in my management team to bring up any concern. (Note: responder circled "e and g.")
17. Not necessary. All other agencies can handle the problem. (Note: responder circled "b.")
18. I would use supervisor and if not happy go to HSE committee or Hotline. I am comfortable taking HSE concerns to my supervisory group. To date I have had no reason to be anonymous and I hope that is always the case. (Note: responder circled "b, e, g, & h.")
19. I have no idea who this is. (Note: responder circled "e.")
20. I feel that I can report anything that I don't feel good about and will get the support I need from management.
21. It is my job to report to my supervisor. (Note: responder circled "g.")
22. I would use any of them. I would report an HSE concern to any entities listed, starting with my line supervisor and beyond if needed.
23. Prefer to keep at job location. (Note: responder circled "c" through "h.")
24. Should the need arise; I would use any of the methods in this section.
25. I think any of these could be used.
26. 1e – not sure who he is; 1f – What is this; 1g – Never have seen any actions or refusal to address a legitimate concern that would require this kind of action. I would use if necessary, never seen any reason to consider this; 1h – Again never even considered it. I guess I trust my management more than I would trust anonymous lawyers.
27. I have never heard of Paul Flaherty; need more information on this external contact. One thing is for sure, I have no problem reporting a HSE concern to anyone that can assist me with my concerns. (Note: responder circled "e.")

### Comments:

- Although there were a few responders who indicated that they feared retaliation if they raised a safety concern, they still indicated their willingness to do so when/if necessary.
- No responders circled all listed avenues of reporting; they all were willing to use at least one of the available paths.
- Most of the time, when a responder circled a reporting path that they would not use, they did so because they were very comfortable reporting to their supervisor and wanted to give their management an opportunity to work the issue.
- Several responders indicated they would not contact Paul Flaherty because they didn't know who he was.
- During my time on site, I asked BP and BP contractor employees in a private setting whether they believed they could raise concerns without fear of retaliation. All indicated that they could and several stated that they were more afraid of not reporting because that would cost them their job.

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Question 2	Tabulation
Have you ever reported an HSE concern?	YES: 87 NO: 18
Remarks: 1. As a Pad Operator I have reported a number of HSE issues. Some were mechanical failure, some personnel error.	

Question 3	Tabulation
Do you believe that you can report HSE concerns to your supervisor without fear of retaliation? (If you answer NO, please provide the reason(s) in the remarks section.)	YES: 102 NO: 3
Remarks: 1. Same answer as # 1 above (e.g. remark 1 to Q1) ...And the negativity is passed on to all managers in other departments in their group meetings and further passed on to new arriving managers who may come in succession after current managers move on to other positions. 2. BP & management will retaliate if concerns about HSE issues are brought up. Furthermore they will take shortcuts to increase production. One specific incident dealing with worker concerns over safety happened during a crew safety meeting. A worker brought up safety concerns and was told to leave the meeting. He was subsequently sent home as punishment for expressing his views on a particular HSE issue. The supervisor who asked the worker to leave the meeting still works here today. The worker never did come back to work. This was a clear violation of the OSHA safety laws. There are means to make a worker's live miserable if he/she is considered to be a trouble maker. 3. Reporting HSE items to Supervisor usually results in no action taken on his part unless he also deems as important or career enhancing. 4. Always (Note: responder answered YES.) 5. I have never felt a fear of retaliation for reporting <u>ANYTHING</u> - In fact quite the opposite.	

Question 4	Tabulation
Are you aware of anyone who does the same job as you who feels that if they raised HSE concerns to their supervisor they would face retaliation? (If you answer YES, please provide the reason in the remarks section without identifying the supervisor or individual.)	YES: 8 NO: 96
Remarks: 1. It is generally accepted in our lower ranks that if you bring up an issue you will be	

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- haunted by that action for a while.
2. Management wants to hear about HSE concerns. However they do not like to be told that they must do something about them. They will deal with the issue as they see fit and if we continue to address the issue we are looked at in an unfavorable light.
  3. Yes. The people are not in the good-old-boy section. The management does not treat these people the same as others. Many great ideas, solutions are forever lost because of unfair treatment.
  4. We have quite a few younger employees in our group who are afraid to bring up issues during their 1 year probation timeframe. The basic culture is the few people who bring up most of the issues are the “bad” attitudes.
  5. Retaliation is a prevalent concern at GBP. (Note: responder answered NO to Q4.)
  6. Contract Employees
  7. I am unable to detail this section without identifying the individual or supervisor.
  8. I believe some people have been raised with beliefs embedded that there are consequences (retaliation) for reporting what they feel may be wrong doing – “Don’t bite the hand that feeds you.” There is also the precedence set from previous years that there was retaliation, even though that was not always true, that does not just go away. I answered this question NO as an employee of BP, but being a former contractor I would definitely answer YES. This question always depends upon the persons in the role of Management.

Question 5	Tabulation
When you report an HSE concern are you informed of how it is resolved? (If you answer NO, please provide the reason(s) in the remarks section.)	YES: 78  NO: 10  NA: 16
Remarks: <ol style="list-style-type: none"> <li>1. I have brought up serious safety issues in the past year that will continue to go unanswered until I make such a fuss about it that I (and others) would now be labeled a “high maintenance” employee.</li> <li>2. Depending on the issue reported and prioritized you may have to follow up on your own for resolution.</li> <li>3. Both through management &amp; HSE, follow up is not always good.</li> <li>4. I just report, they don’t always tell me what they have done to repair them. When I do report someone comes out right away.</li> <li>5. Management does not use their tools to get back with the people.</li> <li>6. The majority of the time the answer is “is being worked” until enough time goes by and new issues take over. There is closure on a few of the issues.</li> <li>7. It is possible that I wasn’t informed because I was not on the slope when it was resolved.</li> <li>8. Usually the one to report something does know what was done to resolve the</li> </ol>	

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<p>issue. However HSE concerns brought up at in tool box meetings get pushed aside and the group does not hear about the resolution.</p> <p>9. Sometimes a concern I feel is important is not always deemed important by management.</p> <p>10. No feedback from BP.</p> <p>11. We use a “Green Card” which is basically a suggestion box which may be signed or unsigned. Often I am not informed if the green card suggestion was even reviewed. It seems that issues requiring much effort or money are left unresolved.</p> <p>12. Expected to check computer sites.</p> <p>13. For every HSE concern I’ve ever reported, I’ve either been involved with the resolution or at the very least my input has been considered or put into action.</p>
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Question 6	Tabulation
<p>When you report an HSE concern is it resolved in a timely manner? (If you answer NO, please provide the reason(s) in the remarks section.)</p>	<p>YES: 70</p> <p>NO: 19</p> <p>NA: 15</p>
<p>Remarks:</p> <ol style="list-style-type: none"> <li>1. It is handled in a timely manner in the HSE Committee, but their solution is to just throw the issue back into your lap for you to handle between yourself and a supervisor that you might not wish to report the issue to. And then to further answer this question ... the issue is dropped when you are forced to report to your own supervisor.</li> <li>2. Most of the time the HSE concern is resolved in a timely way, unless it involves shutting the plant down or it is a very costly fix.</li> <li>3. It seems to take longer sometimes when you report a concern. At present it is taken care of right away.</li> <li>4. Again as stated in Q.5 (e.g. remark 2 to Q5) the severity of, or how serious the concern is, to the person you directly report to and then who all, depts., agencies, etc. involved it can take a considerable amount of time to work the issue. It is not an overnight resolution in a lot of situations.</li> <li>5. Nothing in BP moves fast. The only fast moves I’ve ever seen revolve around the latest OTL corrosion on the EOA.</li> <li>6. HSE concerns are sometimes ignored or if brought up the issue is dragged on or not worked on in a timely manner.</li> <li>7. Radio communications has been an ongoing problem for several years. They are in the process of putting in a new system at this time that should resolve these issues.</li> <li>8. It may take some time but we usually work the issues to satisfy most of the people concerned.</li> <li>9. In many cases it is not put into the high priority list.</li> <li>10. Not always resolved in a timely manner depending on complexity. Sometimes</li> </ol>	

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- get the impression it fell into a black hole.
11. Depends on the issue – most items are strung out long past need.
  12. For concerns that have been raised that could not be resolved in a timely manner (what ever that means), we have been given a reason why.
  13. It cannot always be resolved in a timely manner but an explanation is given.
  14. A lot of time issues are resolved very quickly, others may not ever be resolved (or haven't in 5 yrs).
  15. Cellar floors still not right.
  16. Not all – It was part of the A-22 report to remove well house cellar boards and we still have all the boards in the well houses. I am an HSE rep for{position redacted}.
  17. Usually, but not always. If it requires costly modifications or review by higher powers, I sometimes never see or hear of any resolution. Again, this is using our “Green Card” system.
  18. Sometimes scheduling and budgeting impede resolution.
  19. Please reference the HSE Committee meeting minutes and look at submission dates.
  20. Radio system communications on WOA have been a safety concern for years. We are in the process of an upgrade but it took 4 years to complete. This is not very timely in my eyes.
  21. NO – Some items are address, plans are made, but funding is always a problem, & often, items are delayed – sometimes for years. Either money or resources are not available.
  22. All HSE concerns that I am aware of either reported by me or someone else in my opinion were handled in a timely manner.

<b>Question 7</b>	<b>Tabulation</b>
Within the past year, have you seen a well cellar filled with water or other fluids, with an oil sheen present? (If you answer YES, and you remember the well number(s), please list them in the remarks section.)	YES: 59  NO: 45
Remarks: <ol style="list-style-type: none"> <li>1. 14-27 is an example</li> <li>2. Well 15 – When wireline was working on well they reported that water/crude started to appear in cellar to me. I followed procedure and called 5700, SRT, DHD. SRT was on location within a matter of hours and started sucking cellar out. Well was left SI till DHD &lt;Down Hole Diagnostics&gt; could look at and work on problem. Well is still SI with DHD and wireline evaluating/monitoring cellar and well pressure.</li> <li>3. X-17, when I was doing my reads, I noticed a small amount of oil on the water in the cellar. I called it in and it was sucked out. I also let {name redacted} know and my lead tech.</li> <li>4. Well 6-15 has had problems the last couple of years. This well has been reported to all concerned parties and is being worked at this time.</li> </ol>	

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5. During break up and during periods of heavy rain well cellars can fill with water and float a sheen to the surface. At times the water level will get out of the cellar into the gravel in the well house. It is our job to notify environmental and make sure the cellars are pumped out before ant sheens escape the well house. I have never seen any of these fluids reach the tundra. (Note: this comment applies to both Q7 and Q8).
6. 18-33, know problem – all relevant groups know about the problem.
7. I have seen H2O in well house cellar, but called in to lab for sample to be tested, was OK, sample was spring H2O run off.
8. In the spring most cellars fill with water. Any hydrocarbons will cause sheen. We report this to ENVIRO, & have them pumped VAC'D out.
9. Don't remember but well cellars were sucked out.
10. 6-15, 7-26, 13-1 (gas). I've seen others but don't remember. When someone said they saw oil on the tundra they were not doing their job. We have VAC trucks to call and do when we have water in the cellar. When you bring on a well it heats up and you get a little (fluid?). We take samples & test it, then VAC it out.
11. There are well heads that were allowed to flow with oil coming up in the cellar. AOGCC & BP were aware and did nothing to mitigate the problems. AGOCC and BP are not to be trusted to be the oversight agencies that have the authority on the North Slope. The AOGCC Laws & Regulations concerning surface to casing leaks are very weak. It was obviously written by the oil companies.
12. Surface casing leaks. At this time these wells are SI with no plans of flowing again. Also these are sheens from leaking for years past. All sheens are reported to the environmental shop.
13. Too many to list!
14. 6-15 was found last year. The cellar was sucked out with a super-sucker down to about 4 to 5 feet, checked by environmental, and refilled. This year the same problem recurred only it was concluded that the well has a surface casing leak that has been going on for 1+ year. The cure to the problem is now being addresses. It was quite obvious the surface casing leak was present when first found over a year ago. There are many others that other people will bring up.
15. It was a well on U-Pad not sure of well number but I didn't have a well house on it. Environmental came over and sucked it out.
16. Every year at break up – some pads you could be talking ½ or more of houses (varying fluid levels in cellars)
17. Packing, Sealing, and gaskets wear out which might cause leaks on equipment. All leaks are repaired & reported to have spill response handle clean up.
18. 6-15, but well integrity was immediately notified and corrective action was initiated.
19. 18-33
20. 16-28 and 4-40. They have been secured and shut in.
21. Communicated to an environmental technician and immediate supervisor. A "MITIA" was performed and the proper agencies were notified.
22. DS 6-15 Oily sheen in cellar.
23. Various wells due to rain water.
24. Wells R-30 & R-28 have oil in cellars, Cellars have cemented bottoms and liners

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- and they get monitored daily.
25. Y-08
  26. R-30 & 28, M-16
  27. Don't remember – WOA
  28. Well 6-15, reported to 5700, well was being examined by DHD group.
  29. Wells that collect water when snow melts or it rains are keep under a close eye so that they don't overflow.
  30. I have seen several, specifically during the AOGCC, ADEC, BP and Ed Morgan Consulting inspections of well cellars.
  31. I have seen a sheen on some well cellars. I do not recall the well numbers. I have never seen a cellar overflow.
  32. Yes but these are know wells with annular comm. problems that have been reported and known about. They also have cellar liners installed.
  33. Yes a light sheen in well cellar on 9-28. I reported it to my lead operator and also 5700. SRT Reps came out to the DS within the hour. We identified it as snow melt water with a sheen of oil from an old spill in the well house – they had a history on the well when they came out. I scheduled a VAC truck and had the fluid VAC'd out before it ran out of the cellar.
  34. More than a year ago – I don't remember the well number.
  35. 18-35, known problem. Source of contaminants uncertain. SRT & OPS periodically suck out cellar to prevent overflow. [*Note – there is no well 18-35 on the North Slope and it was not possible to determine if the responder mistyped or misstated the well name*]
  36. I have seen a sheen on H2O in a number of well cellars but I also know a minimal amount of hydrocarbon can create a sheen that in my opinion is deceiving as to the amount of hydrocarbon in the water. I've seen a LOT more sever problems with sheens in EVERY parking lot in EVERY town I've ever been in. All cases were reported to ENVIRO and were taken care of promptly.
  37. Water yes, no oil or sheen.
  38. I have seen small amounts of water seep up around the casing and into the cellar. Sometimes this water would fill the cellar and have to be VAC'd out and disposed of. Many times BP Fields Environmental was contacted to sample the fluids for proper disposal. I have not seen oil or an oil sheen on any water in the well cellars that I inspected. (I have been a well pad operator since {Date redacted}. BP employee since {Date redacted}.) (Note: responder has over 20 years experience as a PAD operator and BP employee.)

Question 8	Tabulation
Within the past year, if you have seen a well cellar filled with water or other fluids, with an oil sheen present, did it overflow the cellar and reach the gravel pad within the well house? (If you answer YES, and you remember the well number(s), please list them in the remarks section.)	YES: 10  NO: 77  NA: 16

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**Remarks:**

1. 14-27 is an example.
2. During break up and during periods of heavy rain well cellars can fill with water and float a sheen to the surface. At times the water level will get out of the cellar into the gravel in the well house. It is our job to notify environmental and make sure the cellars are pumped out before ant sheens escape the well house. I have never seen any of these fluids reach the tundra. (Note: this comment applies to both Q7 and Q8.)
3. See above (e.g. remark 14 to Q7.) There are others but I don't remember.
4. Same answer as in seven (e.g. remark 16 to Q7.) Not prepared to list individual numbers.
5. 6-15.
6. I put NA because I have not seen a sheen on any water in a cellar. I was operating on I pad (MPU) and a packing fitting on a choke failed and sprayed gas and oil in the well house. It was found probably 5 minutes after it started and was S/I and reported immediately, crew cleaned up immediately. (Note: This remark applies to question 8 and 9.)
7. WOA
8. Same as in 7 (e.g. remark 35 to Q7)

Question 9	Tabulation
<p>Within the past year, if you have seen a well cellar filled with water or other fluids, with an oil sheen present, did it overflow the cellar and reach the tundra or a tundra pond? (If you answer YES, and you remember the well number(s), please list them in the remarks section.)</p>	<p>YES: 1 NO: 88 NA: 16</p>
<p><b>Remarks:</b></p> <ol style="list-style-type: none"> <li>1. No – But this happens quite frequently in the winter – when a cold well is brought online, it may create what we call a “thaw bulb” around the lower portion of the well head and fluids will migrate up to the top of the cellar – where they then proceed to freeze and flow to the gravel pad around the well house. Thou this is something that can happen frequently, it normally does not include an oil sheen unless a few drips from the tree was on the gravel prior to the fluids coming up.</li> <li>2. Every well is checked everyday!! For oil to actually reach the tundra from a surface casing leak to me is unimaginable!! That is why we have such thorough diagnostics. We operate the wells way under maximums, not on the ragged edge!! (Note: This same comment applies to questions 9, 10, &amp; 11.)</li> <li>3. But this does not mean that it is not migrating under the pad to show up later. (Note: responder answered NO to Q9.)</li> <li>4. No personal first hand knowledge but yes from second hand information.</li> <li>5. I put NA because I have not seen a sheen on any water in a cellar. I was operating on I pad (MPU) and a packing fitting on a choke failed and sprayed gas and oil in the well house. It was found probably 5 minutes after it started and was S/I and</li> </ol>	

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reported immediately, crew cleaned up immediately. (Note: This remark applies to question 8 and 9.)

Question 10	Tabulation
<p>Within the past year, are you aware of any event occurring, which should have been reported to the BPXA spill reporting line (for example, ext 5700 for Prudhoe Bay) but was not reported? (If you answer YES, please describe the circumstances in the remarks section.)</p>	<p>YES: 2</p> <p>NO: 103</p>
<p>Remarks:</p> <ol style="list-style-type: none"> <li>1. Every well is checked everyday!! For oil to actually reach the tundra from a surface casing leak to me is unimaginable!! That is why we have such thorough diagnostics. We operate the wells way under maximums, not on the ragged edge!! (Note: This same comment applies to questions 9, 10, &amp; 11.)</li> <li>2. With myself all events are reported. How they are handled for clean up is a different story. See above 6-15 (e.g. remark 14 to Q7).</li> <li>3. All of my events were reported but have first hand knowledge of others that were not.</li> <li>4. Some contractors (people doing the work) prefer to try and side step the possible retaliation (or stain) they may have with management therefore if discussed with me, I try to make it look like a concern of mine (or BP).</li> <li>5. Absolutely, not everything I have seen was reported. (Note: responder answered NO to this question. Based on the general content of his/her questionnaire answers and the NO response, it is my opinion that the responder mistakenly put the comma after “Absolutely” rather than “not.”)</li> <li>6. I have called in and reported many spills that may not have needed to be reported (secondary containments). BP’s policy requires us to call in every spill and any active drip of more than 4 drops per minute. Not reporting a spill can be a first time firing offense. Spill reporting guidelines are strictly adhered to in my work area, by myself and my peers.</li> </ol>	

Question 11	Tabulation
<p>Have you ever noticed a build up of gas or liquid under a cellar liner? (If you answer YES, please indicate the circumstances and actions taken in the remarks section.)</p>	<p>YES: 18</p> <p>NO: 82</p>
<p>Remarks:</p> <ol style="list-style-type: none"> <li>1. Same answer as #9 (e.g. remark 1 to Q9.) ... we have the common occurrence of the liquids moving up the cellar to freeze and flow out onto the gravel tundra.</li> <li>2. Every well is checked everyday!! For oil to actually reach the tundra from a surface casing leak to me is unimaginable!! That is why we have such thorough diagnostics. We operate the wells way under maximums, not on the ragged edge!! (Note: This same comment applies to questions 9, 10, &amp; 11)</li> </ol>	

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3. Rain water running in from outside well house sometimes causes the liner to bulge up – water eventually runs into cellar and is sucked out with VAC truck.
4. The liners that are installed do not contain gas as there are many ways for it to escape.
5. Found during daily monitoring – reported and dealt with by standard BP best practices in place at the time – agree with all practices – NO – but in these cases problems were resolved.
6. Pt Mac 1-05 gas leak underground melted pad and caused subsidence. OA was cemented to seal leak.
7. Well 1-11 MPI Endicott. Contacted Well Integrity Dept.
8. DS 13-1 Gas bubbles in cellar.
9. B-18
10. If a cellar “liner” is in the cellar or area around it, audible leaks to the surface have been heard. After repeated refusals to flow the well, well was finally worked over. (This was over several years.)
11. Well problem reported to supervisor and environment. Clean up done. Well shut in. Engineering notified for follow up actions.
12. We don’t have cellar liners in our area. (Note: responder wrote in NA.)
13. I have seen gas bubbles in H2O in the cellar on 2 wells. Concerns were reported to Well Ops supervisor and Well Ops coordinator. Issues were then addresses and the well heads tested for outer annulus or {word not readable} Head leaks.
14. I have seen this in wells 16-28 and 4-40. In both instances, the wells group cleaned up all contaminated gravel and installed a liner around the casing in the cellar, then sent a tech to physically check for liquid build up at least once per 24 hours. 4-40 was already shut in and has not shown any sign of hydrocarbons in the cellar for about a year. 16-28 was eventually shut in due to on-going evidence of leakage.

Question 12	Tabulation
Are you concerned about the possibility that gas and/or fluids might build up under a cellar liner? (If you answer YES, please indicate what actions you have taken to address your concern in the remarks section.)	YES: 22  NO: 78
Remarks: <ol style="list-style-type: none"> <li>1. I talked to my lead first then contacted {name redacted}. The last thing I want to see is an A-22 incident again, and I might add that I am concerned about the environment and I do <u>my best</u> to protect it.</li> <li>2. Mostly concerned about what you can’t see. If there is a problem, it covered up with a liner.</li> <li>3. Most of the time it is water table on pad – not much of a concern. (Note: responder circled YES)</li> <li>4. This is a good point, when you have a liner in a cellar you do not know what is under it.</li> <li>5. No way to know if fluids build up – no tell tail. Question has been brought to</li> </ol>	

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<p>{name redacted} attention but as most issues he ignores the question and moves onto unrelated well integrity issues.</p> <ol style="list-style-type: none"> <li>6. The only solution to this problem is to repair the well problem which has not been done. Too many temporary fixes, after which the problem comes back. Town engineering has only one concern; that is to make oil to make them look good to management. They do not take the steps to repair.</li> <li>7. Concerned –Yes. Worried – No. I unlike <u>most</u> of the crew have extensive experience to lean on and help me deal with such events.</li> <li>8. I logged my concern in the field notes and discussed with crew and W.I.E. (Note: W.I.E. taken to be Well Integrity Engineer)</li> <li>9. It is possible; I monitor the wells on a daily basis.</li> <li>10. If gas bubbles are found we notify the well integrity engineer. Well is then shut in &amp; annulus pressures are bled down. Well is secured with tubing plug.</li> <li>11. Contacted the WIE (Well Integrity Engineer) about my concerns.</li> <li>12. I have not been in a situation that required any action however I am concerned about what might be under the cellar liners. There might be some subsidence in the gravel and in the winter there is some frozen water and gravel that is containing pressure beneath it just waiting to blow out.</li> <li>13. I watch those areas all the time. We watch for potential problems and report them.</li> <li>14. Ensure daily well house checks are done. Ensure proper notifications are made to address problems that are found.</li> <li>15. Contacted supervisor and environmental checked it out. Was not in the last year though.</li> <li>16. We don't have cellar liners in our area. (Note: responder wrote in NA.)</li> <li>17. I am concerned about a psi build up from gas/liquids in every piece of equipment I operate, not just cellar liners. All equipment gets monitored daily and though sometimes things get missed, I am wholly responsible for my well being and my co-workers. But I know if I <u>EVER</u> have <u>any</u> concern be it HSE or whatever, I can report it to any BP supervisor and I know it will be treated in a positive way. That's how it has been since <u>I've</u> been here at Milne Point – That's just how we do things...</li> <li>18. I am concerned about this <u>potential</u> just as I am concerned about drunk drivers on the road, my house catching on fire, higher property taxes, etc.</li> </ol>
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<b>Remarks That Were Not Linked to a Specific Question</b>
<p>Remarks:</p> <ol style="list-style-type: none"> <li>1. I feel that there are even larger concerns that are still going unanswered and are causing much LARGER gravel-tundra exposure to oils, waters, and methanol fluids. Take for example the early 2006 DS13 PWI Line rupture (ice plug) that took months to clean up the gravel and tundra behind the well house due to the methanol exposure... and \$700,000 +/- in expenses... due to the simple reason of not having a “monitor check list” to verify the daily/weekly condition of the “Freeze Protected Well Lines” at each and all of the Drill Sites. This is a huge</li> </ol>

## Questionnaire Results

concern each year and could easily be corrected if the managers would simply instruct the operators to verify the condition of all Freeze Protected Lines ... by doing a simple communication test to see if pressure at point A (well house) communicates with point B (Manifold Building), for example.

We will no doubt have many more frozen flow lines as we do every year, and yes sometimes they rupture and can cause a real mess for those that might be concerned about these issues. Our current practice is to simply Freeze Protect the Flow Line, and then we do nothing else with or to it, until the day comes that we need to once again use that line for injection or production.

About your question asking what actions have been taken, suggestions have been made to create a monitor list or program since 2001...Still no action other than to "let go" so as not to be labeled a High Maintenance employee.

2. I would like to say BP management (upper) seems to drag their feet at times and so many times we hear it's "not in the budget" (no money). I feel the WOA Operators as a whole are very professional in the job we do. We are aware of what is going on and management will hear our concerns and then not do anything about it. Too much foot dragging at times.

I am tired of hearing about reports to AOGCC and Chuck Hamel that are no concerns or half truths. I have not seen any oil run out of the well house onto the tundra or reserve pits.

3. When BP bought out ARCO, they kept ARCO management and ARCO programs. The old "BP" heritage well integrity program was to shut in wells that had problems. The ARCO method was to write a "waiver" and continue to flow these broken wells. {Name redacted} is the author of this program. He risk ranks wells from the comfort of his office at the PBOC. A-22 is a direct result of an ARCO well integrity program, not being explained to BP employees. To have {name redacted} going around with ADEC, AOGCC people is like "the fox in the hen house."
4. I never had any problem reporting & always had a fast response, I'm not sure if what was done was the best that could be done. I don't believe anyone up here would let oil from the wellhead get to the tundra.
5. Questions 8, 9, 10, 11, & 12 are not valid and take away from the problems that are inherent in a large oil company that is regulated by an agency (state & AOGCC) that benefits from oil production. BP needs to spend money to fix problems and AOGCC must enforce regulations that are on the books. BP management has problems from top to bottom and need to change. AOGCC has created this mess we are in by not being the strict watchdog that they should have been since day one. They have permitted BP to operate in a fashion that is criminally negligent.

## Questionnaire Results

I can not put down well numbers because BP will know exactly who I am and I fear retaliation. Most of the troubled wells that were allowed to produce do not have or did not have liners till recently. I have shut in or questioned the orders to bring on wells that have problems. However frequently the wells were brought on by different personnel. BP management has a performance based bonus program for its supervisors. This is the wrong program to have because it encourages managers to cut costs by not fixing, repairing, or preventing problems. The money that is saved by not going over budget at the end of the year is factored into the bonus. Long term fixes are ignored for short term gain.

I don't believe anything will come about from this AOGCC sanctioned survey. The oil companies own Alaska and they own the companies that do business in the state.

6. BP has all the necessary groups and personnel to keep the environment in as good or better condition than it was 20 years ago. The company is very careful to ensure that employees have the right to stop any unsafe job that may cause damage to equipment or personnel.
7. BP needs a Well Integrity Department not just {names redacted} calling the shots. There are just too many issues related to well integrity for two people to make decisions on.
8. Note: It is my experience in the time I have worked for and with BP they have made every effort not to spill any fluids on to the gravel pads as well as (God forbid) the tundra. People making these accusations have to be disgruntled employees because I have never seen nor heard, nor know about BP activity hiding, purposely inducing, or overlooking a spill of any kind.
9. I have worked in Prudhoe Bay for 25+ years. This field is well maintained and at the area I work in, all spills, large or small, are reported.
10. I started here at Milne within a year and I can say that they are more open & concerned about getting things squared up than other places where I worked previously.
11. As in all operations, oilfield work is inherently dangerous, therefore maintaining the integrity of the area you work in is important. By maintaining proper pressures and monitoring wells, along with "pushing back" in the event leadership wants us to produce any wells, we should be able to minimize any events. We need to get Design/Well Integrity, leadership to realize that the cost of maintaining wells shouldn't be much of an issue.
12. Responder included the following general comments:
  - a. Build up water in cellars

## Questionnaire Results

- b. No cellar floors
- c. Hydraulic leaks in well houses
- d. Diesel spills from Brush and Flush hit the ground & cellars

13. I personally think there might be an isolated problem or two because we are dealing with mechanical devices and there are failures of these types of things, but what I have seen is a prompt response by BP & its management. Personally I think BP does a good job @ the field where I am located at and I have never seen any retaliation by BP and their management team - more than not BP tries to reward the behavior of letting them know when things are wrong.

14. I ask or report any sheens or spots on gravel – Also we are encouraged to do so – Let the pros make the call if it is a spill or not. I feel the OTL's & AM's & leads in the areas want to do the right thing. They – we all – don't like to see the spill numbers go up but want to fix any problems. We are asked daily if we notice any potential problems that should be looked at before things happen, trying to be more proactive rather than just reactive.

15. BP goes to enormous lengths (cost, awareness programs, etc.) to protect the environment. What truly appalls me is the amount of pollution (hydrocarbons) foisted upon our environment by thousands of Alaskans/tourists via automobiles, campers, and the like. You want to talk about sheens? Pick any parking lot from Barrow to Seward and check out all the fluid, lubricants, hydraulics, etc., washing into storm drains & eventually to inlets and/or open land unmitigated – without a peep from AOGCC or ADEC or any other groups; and this is where we live!!

If we spill one drop of hydraulic fluid, we clean it up. If a truck leaks oil, brake fluid, etc., we clean it up or call SRT (Spill Response Team) to check it out and determine whether or not more needs to be done. We have systems in place to address suspected leaks. These systems are within BP and do not include Chuck Hamel. My suspicions are that Chuck's "inside" sources are from the WOA (West Operating Area). This area is staffed with some of the most bitter, self-righteous, most apathetic people I have ever worked with (for 18 years). They have found a sympathetic ear (Chuck) who will cheerfully listen to all of the exaggerations, fabrications, and misinterpretations they can muster.

As a final note: I feel that the "A" in AOGCC and ADEC should be changed to "NS" for "North Slope." I don't see them shining their spotlight anywhere else in the state but here where we spend more money and take more precautions to protect the environment than anywhere else in the world.