REQUEST FOR PROPOSALS -- AMENDMENT

**Development of Knowledge, Skills and Abilities for Critical Drilling Positions with
Well Control Responsibilities**
25 October 2011

International Association of Drilling Contractors' Department of Accreditation and
Certification seeks a vendor to execute a project for development of critical competencies
(technical and other safety critical competencies) for oil and gas drilling industry
personnel. The project will be conducted in 3 phases: 1. Safety critical positions with
emphasis on rig personnel with well control responsibilities; 2. Other rig positions with
Knowledge, Skills and Abilities (KSA) currently defined by IADC; and 3. Rig-based
positions for which KSAs are not currently defined by IADC.

Objectives:
- Identify critical positions with well control responsibilities
- Define critical competencies for each critical position identified
- Define KSA for each competency defined.
- Suggest optional methods for assessing each competency identified
- Provide guidance for evaluating performance
- Recommend performance measures for individual competencies
- Compare objectives and final product with similar initiatives worldwide

Scope: Phase 1 of the project will involve meeting above Objectives for up to 15 rig
positions. Methodology is to be defined by the vendor, but suggested methods may
include a combination of interviews with and compilation of donated KSA from
participant companies.

Deliverables:
- Member surveys (as required)
- Worldwide review of completed and/or work in progress related projects with
  recommendations for utilization of templates, methodologies or best practices.
- Competencies for each position
- KSAs for each competency
- Suggested assessment methodologies
- Provide examples of Ranges of Acceptable Performance
- References
- Final comprehensive document

Estimated Time To Complete Phase 1: 6 months

Cost: Dependent upon method of execution and scope of project.

IADC Responsibilities:
- IADC to select vendor to execute project
- IADC to identify companies to participate in the project
- IADC to identify companies/personnel to be interviewed, and to send each company/personnel a letter of introduction on behalf of the 3rd party vendor company.
- IADC to provide team for review of project implementation plan, draft documents produced for Objectives 1-5, and final competencies document.
- In the event WIKI page is part of the project methodology, IADC, selected vendor or their designee will provide and maintain computer server to host the page.

Vendor Responsibilities:
- develop project implementation plan
- provide project management and technical expertise necessary to implement the project
- develop an interview guide to be consistently utilized during all interviews (as appropriate)
- develop and implement a WIKI page (if utilized) to receive participant company competency/KSA information
- conduct interviews
- compile position, competency, and KSA information solicited by interviews, WIKI page, or other means
- prepare draft competency document
- incorporate review comments into competency document
- submit final competency document in physical and electronic format

Intellectual Property Rights

IADC retains all rights to intellectual property developed during this project.

How to Submit Proposal

Proposals should be submitted to Mark Denkowski, Managing Director, Accreditation and Certification no later than 7 November 2011. Proposals may be submitted via email at mark.denkowski@iadc.org. The proposal must include, at a minimum:
- Plan of Work for Phase 1
- Bid of all three phases of project, organized by phases
- List of project team members and qualifications of each member
- Projected timeline for completion of Phase 1 work