

Tubular Overall

Q4 Tubular Payout

Q4 Preliminary Payout	31.3%
Weighting	100%
Performance	31.3%

Plant Plan
Tubular Overall

Quality			Multiplier	50%
Performance Tiers				
<u>Cutoff</u>	<u>Tier</u>	<u>Multiplier</u>		
	4 - Exceeds	125%		
-5%	-----			
	3 - Meets	100%		
10%	-----			
	2 - Needs I.	80%		
30%	-----			
	1 - D.N. Meet	50%		

Results			
<u>Line</u>	<u>Plan</u>	<u>Actual</u>	<u>Score</u>
Reject	7.92	5.13	-1.9%
Retreat	5.25	9.77	182.0%
Recut	3.27	1.69	-21.7%
TOTAL	16.44	16.59	52.9%
As of 11/30	66%		

Aggregate production			Multiplier	125%
Performance Tiers				
<u>Cutoff</u>	<u>Tier</u>	<u>Multiplier</u>		
	4 - Exceeds	125%		
5%	-----			
	3 - Meets	100%		
-5%	-----			
	2 - Needs I.	80%		
-15%	-----			
	1 - D.N. Meet	50%		

Results			
<u>Line</u>	<u>Plan</u>	<u>Actual</u>	<u>Score</u>
FairField - Hot Mill	123319	82227	1.0%
FairField - Q&T	106467	69400	-1.2%
Fairfield - Finishing	98723	58063	-10.9%
OOH - per threaded ton	32830	20185	-6.8%
WMP - per coupling	123087	110610	36.2%
TOTAL	484,426	340,485	6.5%
As of 11/30	66%		

On-time Deliveries			Multiplier	50%
Performance Tiers				
<u>Cutoff</u>	<u>Tier</u>	<u>Multiplier</u>		
	4 - Exceeds	125%		
88%	-----			
	3 - Meets	100%		
80%	-----			
	2 - Needs I.	80%		
75%	-----			
	1 - D.N. Meet	50%		

Results			
<u>Total Tubular</u>	<u>Plan</u>	<u>Actual</u>	<u>Score</u>
API / Semi Premium	44,679	28,725	64.3%
Premium/Enhanced	29,387	20,340	69.2%
TOTAL	74,066	49,065	66.0%
As of 11/30			

Conversion Cost			Multiplier	100%
Performance Tiers				
<u>Cutoff</u>	<u>Tier</u>	<u>Multiplier</u>		
	4 - Exceeds	125%		
-9%	-----			
	3 - Meets	100%		
9%	-----			
	2 - Needs I.	80%		
25%	-----			
	1 - D.N. Meet	50%		

Results			
<u>Line</u>	<u>Plan</u>	<u>Actual</u>	<u>Score</u>
Fairfield - Hot Mill	261.25	261.26	0.0%
Fairfield - Q&T	51.38	53.27	3.7%
Fairfield - Finishing	209.19	233.18	11.5%
OOH - per threaded ton	269.56	288.94	7.2%
WMP - per coupling	32.91	29.26	-11.1%
TOTAL	824.29	865.91	3.3%