



David Conway



BP Exploration (Alaska) Inc.
900 East Benson Boulevard
P.O. Box 196612
Anchorage, Alaska 99519-6612

December 19, 2019

Via Federal Express & Email

Kim Kovig
Rapid Response Statewide Coordinator
State of Alaska Department of Labor & Workforce Development
P.O. Box 115509
Juneau, AK 99811-5509

Dear Ms. Kovig:

As you are aware, BP announced on August 27th the sale of its entire Alaska business to Hilcorp impacting 1,567 employees. Hilcorp has informed BP that more than 800 BP employees have been offered a position with Hilcorp and Hilcorp anticipates posting an additional 150 roles. Additionally, a number of BP employees have received offers of employment with BP outside of Alaska and many of the remaining BP employees volunteered to be separated with severance benefits. We continue to work with 294 BP Alaska employees who are still seeking future employment. Below is a further breakdown of the statewide numbers:

- BP has 1567 employees
- 806 received Hilcorp offers and 749 accepted offers
- 342 BP employees volunteered for severance
- 294 employees, of which 237 are Alaska residents, will receive involuntary severance
- 153 employees will continue with BP in the US/Globally and 29 have resigned.

At this time, BP expects that 287 employees working in Anchorage will be losing employment next year. Of these, 89 employees volunteered to be severed and all employees losing employment will exit with severance benefits. Employees will be separated at three different times. The first group of employees will be separated on February 20th or within a few days thereof. The second group will be separated on the date that the sale closes and ownership of BP's Alaska business transfers to Hilcorp. This date is expected to be after April 30, 2019. The third group of employees will support the transition to Hilcorp and will be terminated within six months of the close of the sale.

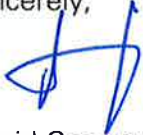
The affected employees were employed by several BP entities, including BP Exploration (Alaska) Inc., BP Corporation North America, BP Pipelines North America, Inc., and BP America Production Company. The name and address of the employment site in question is:

BP Anchorage Office Building
900 E. Benson Blvd.
Anchorage, AK 99508

Affected employees (both those who have volunteered severance and those who have not) will receive written notice of termination at least 60 days in advance of their separation date. These layoffs are permanent in nature, and no bumping rights are available to affected employees. These employees are not represented by a labor organization.

I look forward to continuing to work with the Department of Labor & Workforce Development to provide information and services to our employees who are impacted by the sale. If additional information is required, please contact me at the telephone number and address provided.

Sincerely,



David Conway
HR Director BP Alaska

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