



STATE OF FLORIDA

BILL McCOLLUM
ATTORNEY GENERAL

May 25, 2010

John E. (Jack) Lynch Jr.
U.S. General Counsel
Global Exploration and Production
Global Supply and Trading
501 Westlake Park Boulevard
Houston, TX 77079

Mark Holstein
Managing Attorney
Mark A. Crawford
Managing Attorney
BP America Inc.
501 Westlake Park Boulevard
Houston, TX 77079

Re: Hiring Practices

Dear Messrs. Lynch, Holstein & Crawford:

As you know, British Petroleum (BP), through its contractor Eagle-SWS, as well as the sub-contractors hired by Eagle-SWS, apparently employed almost a dozen illegal aliens to load oil booms onto boats at the Panama City Marina in Bay County, Florida. Last Wednesday the Bay County Sheriff's Office arrested eleven (11) staging area workers for criminal use of personal identification information in violation of Florida law, namely listing stolen Social Security numbers on their employment applications. It is my understanding that these workers will remain in the Bay County Jail on state criminal charges until they are collected by U.S. Immigration and Customs Enforcement officials.

While Florida is facing potentially unprecedented impacts to our shores, it is critical and nonnegotiable that the hiring practices of your contractors and subcontractors are in full compliance with all state and federal immigration laws. I appreciate Mr. Crawford's written assurances received by my office that BP has discussed this matter with Eagle-SWS and expressed concerns over the incident, but BP must go further and ensure consistent and

transparent hiring practices for all of the contractors and subcontractors involved in the response efforts to prevent this type of incident in the future. One available resource is the U.S. Department of Homeland Security's E-Verify system, which allows employers to confirm an employee's I-9 information and his or her eligibility to work in the United States.

It is also essential that BP, to the maximum extent possible, retain local workers for response and recovery efforts, especially those whose livelihoods were disrupted by the Deepwater Horizon oil spill. For these individuals, the hiring of illegally present foreign nationals only serves to compound the economic catastrophe they are experiencing. With more than 1.1 million Floridians currently out of work, and even more underemployed, there is no shortage of Florida workers available to tap for these emergency efforts.

I acknowledge BP's public statements of the importance of involving local workers, including the recent promise that all staging area workers will be retained from the local area by the end of this week. Likewise, I appreciate the written assurances of your ongoing efforts to ensure that all of your contractors are hiring locally. I encourage you to redouble those efforts, not only for staging area workers but also for vessels of opportunity and other available work. Please provide by May 28, 2010 BP's detailed plans for confirming on a regular basis the local hiring practices of its contractors and subcontractors.

While retaining a large number of workers on a compressed timetable can be complex, BP must inject transparency into the hiring process, with sensitivity to the affected communities. I look forward to receiving detailed guidance from you on this important issue.

Sincerely,

A handwritten signature in black ink, appearing to read "Bill McCollum", written in a cursive style.

Bill McCollum