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BP is one of the largest private sector investors in Alaska. Our investments extend well beyond our business to the communities where our employees and their families live and play.

About this Report

The Alaska Hire Report is an annual update to Alaskans of BP’s Alaska recruiting, training and purchasing initiatives.

“We are committed to developing our Alaska business competitively, and promoting policies that will allow young Alaskans to have a future in a thriving Alaska oil and gas industry.”

Janet Weiss, BP Alaska President

Our commitment

Forty years after the startup of the Prudhoe Bay oil field, BP remains committed to a safe, reliable oil and gas business that provides jobs and opportunities for Alaskans. This 2016 Alaska Hire Report is an annual update to Alaskans on BP’s Alaska recruiting, training and purchasing initiatives.

Across the state, BP supports more than 16,000 direct and indirect jobs. This includes our Alaska workforce of 1,700 employees, with an Alaska hire rate of 78 percent. We know our employees are our best asset, and we continue to help educate, recruit and hire many Alaskans.

With continuing low oil prices, Alaska needs to be on the forefront of a fundamental shift in the industry and BP is working to improve its efficiencies, utilize new technology and support a fiscal environment that keeps Alaska competitive.

BP also continues to support the state’s efforts to progress the potential export of Alaska liquefied natural gas. Success with the Alaska LNG project could further open up exploration and development opportunities in the state for the next 40 years and beyond.

Alaska is a state of opportunity with a legacy of challenge and achievement. The next 40 years belongs to the next generation; and at BP, we are committed to developing our Alaska business competitively, and promoting policies that will allow young Alaskans to have a future in a thriving Alaska oil and gas industry.

Sincerely,
Janet Weiss
BP Alaska President
Investing in Alaska’s Future

Beyond its operations on Alaska’s North Slope, BP invests millions of dollars in individual Alaskans and communities across the state every year. We know healthy, strong communities lead to a sustainable future.

In 2016, BP contributed nearly $4 million to hundreds of non-profit and educational organizations and programs all around Alaska. BP’s Alaska employees also see the importance of supporting their community. They volunteer in schools and with youth academic and athletic teams; they judge science and robotics competitions; conduct community service projects; and provide mentoring and tutoring services.

The BP Foundation matches employees’ time, talent and energy through the BP Employee Matching Program, offering the opportunity to double the impact to their favorite charities across Alaska.

BP Energy Center

The BP Energy Center provides meeting space to non-profit organizations free of charge, with more than 400 different groups using the facility annually. The center underscores BP’s commitment to making Alaska a great place to live, work, and raise a family. The training, meeting and conference facility remains a symbol of BP’s ongoing commitment to the community and is the centerpiece of BP’s annual multi-million dollar contribution to Alaska’s not-for-profits.
STEM education growing an Alaska workforce

Supporting quality education is also a priority for BP in Alaska. Since 2001, BP has contributed more than $30 million to the University of Alaska system. In addition to providing financial support, BP partners with the university on research projects, provides mentors and internships for students and hires Alaska graduates. BP’s partnership with the university has been instrumental in creating industry-specific programs such as the Asset Integrity and Corrosion Lab, the Alaska Native Science and Engineering program, summer engineering academy and Process Technology programs.

The BP Teachers of Excellence and the BP Principal’s Scholarship awards are two key programs impacting hundreds of Alaskans. Over the course of 22 years, BP Teachers of Excellence has honored nearly 700 Alaska teachers with monetary awards and community recognition; and the BP Principal’s Scholarship—the longest running scholarship program in Alaska—has given over $3.5 million to 800 graduating high school seniors since starting nearly 30 years ago.

Gifted Mentorship Program

BP employees support numerous educational programs through their time and effort as science fair judges, robotics coaches, classroom speakers, and mentorship programs such as the Anchorage School District’s Gifted Mentorship Program. Employees team up with students in the 11th and 12th grade who have an interest in pursuing independent study in the oil and gas industry. Together, they create and complete a curriculum of activities and projects that expose the student to real-life work situations as well as the latest information and technology.
The UAA Engineering Annex buzzes with energy during the BP-sponsored Summer Engineering Academy at the University of Alaska Anchorage (UAA). Sessions in robotics, structure and alternative energy are taught by UAA engineering students and give local youth in grades 4 through 12 hands-on experiments and projects.

Elementary students attend a four-day camp, while junior and high school students go for a full week. At the end of each session, families lunch on-site and watch a final exhibition of their work.

BP has sponsored the UAA Engineering Academy since its inception in 2010.

From 100 students the first year, the program has grown to nearly 500 campers in 2016, selected through a lottery process from more than 900 applicants. The program supports BP’s interest in helping increase young students’ interest in science and math and creating enthusiasm for engineering careers.
Career Paths to BP

Recruiting and training skilled workers to fill jobs in Alaska remains a top priority for BP. The opportunities for graduates are many, allowing individuals with a variety of skillsets and educational backgrounds to make an impact in the oil and gas industry.

In this section is a snapshot of some of the career options with BP and some of the employees that were recently hired to fill those roles. While these jobs may not currently be available, BP is always looking for talented and ambitious individuals to join our team.

To check for available positions and sign up to receive notifications of future opportunities, visit alaska.bp.com.

Challenger Program:
The BP Challenge program is a 3-4 year development program for full-time college graduate hires in engineering, science and business. Challengers participate in a wide range of professional development, teamwork and mentoring opportunities in their first few years as a BP employee.

Business

The business sector involves many functions working together to ensure the safe, reliable and competitive operation of the business. HR makes sure BP attracts and keeps the brightest talent; traders analyze competition and implement future business strategy; procurement and supply chain management ensures the right companies are contributing to the business; and finance sits at the heart of the organization keeping BP efficient, just to name a few.

Supply Chain Management

KRISTINA OLDFIELD, PSCM

Kristina works as a contract specialist in procurement for BP. She grew up in Anchorage and earned a degree in Business Management from Western Governors University. Kristina says, “it is exciting to work with a company that is an integral part of Alaska’s future.”

Engineering

Engineers play a vital role in almost every part of BP’s business. They find oil that’s hidden miles below the ground, bring it to the surface, process it safely and efficiently and transport it to customers. Many different types of engineers contribute to the success of the business -- from chemical, structural or mechanical engineers, to corrosion and process safety engineers, and many others.

Petroleum & Reservoir Engineer

ROBERT MONFORE, Reservoir Engineer

Robert Monfore joined BP in August of 2016 after completing a production engineer internship during the summer of 2015. Growing up in Eagle River, Alaska, Monfore attended the University of Alaska Fairbanks and graduated with a bachelor’s degree in Petroleum Engineering. Robert says he enjoys working for BP Alaska because “it allows me to contribute to making Alaska a successful state due to its high dependence on the oil and gas industry.”
With the support of BP and other industry partners, The Alaska Process Industry Careers Consortium (APICC) was established in 1999 to create, connect, and enhance the quality of training and educational programs specifically aimed at preparing Alaskans for careers in the process industries. BP also supports APICC through board leadership, financial grants and through a scholarship program for qualified applicants attending one of the University Process Technology programs offered throughout Alaska. Visit apicc.org to learn more.

In 2016, BP Alaska hired two entry level operators and hosted six operator interns from the process technology programs. In total, BP has hired 183 graduates of the program since the first graduates in 2002.

The science function explores energy, creates products and develops new processes, all while exceeding strict safety performance and environmental targets.

**Geologist**

**KRISTEN SOMMERS, Geoscience Petrotechnologist**

Kristen interned at BP in 2014 as a geoscience petrotechnologist within the Reservoir Development team in Anchorage and accepted an offer returning to BP later that year. She was recruited from University of Alaska Anchorage where she achieved a Bachelor of Science degree in geological sciences. Originally from Eagle River, Alaska, Kristen is proud to work for a company that not only supports the University of Alaska system through grant funding and scholarships, but also hires local graduates.

**Applying for a job with BP**

**It’s easy to apply for internships or jobs with BP**

Check out [bp.com/careers](http://bp.com/careers)

BP’s employment needs are mainly in technical fields like process control operators and engineering disciplines in petroleum, process and mechanical engineering. The company also recruits commercial analysts, environmental scientists and professionals in a number of other fields. The majority of jobs in the oil and gas industry are filled through approved contract supply companies, and are not hired directly by BP. To see a list of contractors, their requirements and available positions, visit the Alaska Support Industry Alliance website at alaskaalliance.com.
After 40 years, Prudhoe Bay remains one of the largest oilfields ever discovered in North America. Since Prudhoe Bay began production in 1977, it has generated more than 12.5 billion BOE (barrels of oil equivalent) – far exceeding initial projections thanks in part to enhanced oil recovery technologies that BP pioneered.

BP began working in Alaska in 1959, started drilling at the massive Prudhoe Bay oil field in 1968 and helped build the Trans-Alaska Pipeline System (TAPS) in the mid-1970s. In addition to being the operator of Greater Prudhoe Bay, BP owns the largest share of TAPS which carries crude oil 800 miles from the North Slope to the Valdez Marine Terminal.

It has been 40 years of challenges and accomplishments. In that time, the oil and gas industry in Alaska has done much more than just build oil fields. Prudhoe Bay and TAPS led to the creation of the Permanent Fund, enabling the state to build infrastructure and provide services that benefit all Alaskans.

Through its investments and operations, BP makes significant contributions to Alaska’s economic and fiscal health and is looking ahead to continuing to operate a safe, reliable oil and gas business that provides jobs and opportunities for Alaskans for years to come.

In 2017, BP and the Trans Alaska Pipeline System (TAPS) celebrate 40 years since first oil flowed from Prudhoe Bay to Valdez on June 20, 1977.
$1 billion spent with Alaska companies in 2016

BP Alaska remains one of the top investors in Alaska. In 2016, BP spent $1 billion with Alaska companies - representing 75% of its overall third party spend. That spend supports more than 300 vendors statewide.

BP’s spending in Alaska touches many corners of the state. From the major turnarounds each summer on the North Slope, to buying goods and services for daily operations; the impact is far reaching. In the summer of 2016, BP had one major maintenance project - called a turnaround (TAR) - at the seawater treatment facility. Alaska vendors and vendors utilizing local Alaska employees supported the safe, efficient, on-time delivery of that TAR. Hundreds of employees and contractors played pivotal roles in the success of the project, which is critical to ensuring a sustainable future for the Alaska region.

Recruiting, training and hiring Alaskans remain top priorities for BP Alaska. With a workforce numbering roughly 1,700 employees in the state, BP’s Alaska hire percentage is strong at 78 percent. Recognizing Alaskans know their state best, BP also encourages its contractors to hire Alaskans.

BP defines Alaska residency as having a primary residence in Alaska with the intent to stay, and BP employees are required to certify Alaska residency annually. BP's Alaska hire numbers include any person who worked for the company during the year and was paid for either full-time or temporary work. The Alaska Department of Labor on Alaska bases its calculation on employees who applied to receive an Alaska Permanent Fund (PFD) check in a particular year, requiring having lived in the state for more than one year.

BP Alaska hire rate

Alaska Residency 78%
(BP data)

PFD eligibility 70%
(Alaska Dept. of Labor, 2015)

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BP Alaska is committed to hiring Alaskans, and that extends to the companies it contracts to work with. Arctic Slope Regional Corp. Energy Services has provided operations and maintenance, fabrication and construction, and engineering and professional services to BP. With a workforce of more than 2,000 employees, ASRC Energy services has a 68 percent Alaska hire rate. A wholly-owned subsidiary of an Alaska Native Regional Corporation, ASRC Energy Services is 100 percent minority-owned and operated.

Contractor Spotlight:
ASRC Energy Services

ASRC Alaska Hire Rate

68%

Alaska Dept. of Labor, 2015

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Technology, innovation showcased at Technofest

BP interns and Challengers wrapped up weeks of hard work with the annual TechnoFest Alaska competition, a competitive opportunity to share current projects with other employees, contractors and BP leadership.

Presentations covered petroleum and reservoir engineering; geophysics and petrophysics; surface facilities; finance; procurement; safety and more. Projects described methods for enhancing efficiency and reliability in Greater Prudhoe Bay (GPB), both in surface and subsurface activities, increasing production from existing reservoirs, and identifying areas where new production could be optimized.

Challengers Wade Bowman and Rana Elghonimy took home top honors at the Anchorage competition and qualified to the 2nd round to compete with 25 other Challengers from across the world. Elghonimy moved on to the final round of the TechnoFest in London where she was able to showcase her poster on Subseismic Fault/Fracture Analysis of the Sag River Formation.

“Our main objective was to have Challenger participants represent as many different functions as possible, beyond the normal Subsurface or Engineering fields,” commented Elghonimy who sits on the TechnoFest committee.

At the root of everything BP does is its people, and recruiting a workforce starts long before the hiring process. BP provides 12-week summer internships for students majoring in engineering, science and business, offering the opportunity to work alongside professionals to learn about the BP business and gain hands-on experience.

BP hosted 13 summer interns in 2016 and over the past 10 years has hired 124 full-time employees from UAA and UAF with degrees in engineering, business, and geoscience.

BP interns are challenged in and out of the office with activities focused on development, networking and service.

In addition to regular executive calls and skill-building sessions, each year interns take part in community service projects and an Away Day in Seward.

During this day-long field trip, participants enjoy networking activities such as kayaking on Resurrection Bay, and learning from BP staff on topics such as reservoir development, arctic engineering, geology, geophysics and more.

BP 2016 Summer interns

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<thead>
<tr>
<th>Name</th>
<th>School</th>
<th>Field</th>
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<tbody>
<tr>
<td>Nicholas Joyner</td>
<td>OU</td>
<td>Petroleum Engineering</td>
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<tr>
<td>Rachel Scott</td>
<td>UT Austin</td>
<td>Petroleum Engineering</td>
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<tr>
<td>Alyssa Ertel</td>
<td>UI</td>
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<tr>
<td>Emily Kershaw</td>
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<td>Walker Dunford</td>
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<td>Leah Drogege</td>
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<tr>
<td>Meredyth Richards</td>
<td>UAF</td>
<td>Petroleum Engineering</td>
</tr>
<tr>
<td>Sarah King</td>
<td>CSM</td>
<td>Geology</td>
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<td>Adrian Ramos</td>
<td>UAA</td>
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<td>Katherine O’Connor</td>
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<td>Kiefer Davis</td>
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<tr>
<td>Joyell Acuna</td>
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<tr>
<td>Shawn Lopez</td>
<td>CSM</td>
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ANSEP graduate Sterling Rearden is industry star

In 2016, BP’s Sterling Rearden received the inaugural “Rising Star” award from the Alaska Oil and Gas Association (AOGA) at their 50th anniversary conference in Anchorage. The award honors young (under 35) industry professionals that have made an immediate and definitive impact on the oil and gas industry in Alaska.

A project manager with BP Alaska’s Global Projects Organization, Rearden’s strong desire to deliver value-adding projects and ability to engage and motivate employees and contractors is well recognized within BP and now recognized by the Alaska industry.

“Sterling is an impressive young man who has made very significant and lasting contributions to BP, the industry and Alaska. His passion for Alaska Natives is also making a difference for future generations,” said Janet Weiss, BP Alaska and AOGA Board president.

Rearden joined BP in 2009 by way of the University of Alaska’s Alaska Native Science and Engineering Program (ANSEP), which aims to advance the opportunities for Alaska Native and rural students in science, technology, engineering and math (STEM) careers. Now in its 22 year, the BP-supported program guides students beginning in 6th grade, through high school, into undergraduate degree programs and through to the PhD. Since its inception in 1995, nearly 2,000 students have graduated from or are currently enrolled in the program.

Rearden began his career as a corrosion, inspection, and chemicals engineering summer intern with BP Alaska. After graduating with a Bachelor of Science in Mechanical Engineering from the University of Alaska Fairbanks, Rearden joined the BP Challenger Program for new graduates. Since becoming a project engineer in 2012, Rearden has delivered over $125 million in capital projects for BP on the North Slope. All of his projects have been delivered safely, on or ahead of schedule and on or under budget.

But for Rearden, the technical accomplishments aren’t enough. An Alaska Native from Bethel, Rearden’s passion extends beyond the oil and gas fields to local communities and villages across the state where he can be found giving career presentations to high school and college students.

“BP Alaska has provided me with every opportunity to deliver value to the North Slope and to Alaska... As a lifelong Alaskan, I truly understand the benefits that oil and gas has provided to this state and I am happy to give back in any way that I can.”