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VIA EMAIL DELIVERY:

September 2, 2026

Eric Schultz
President
USW Local 7-1
2045 Schrage Ave.
Whiting, IN 46394
President@usw7-1.com

Robert E. Lofton
USW District 7. Sub-District 5 Director
1301 Texas St. 2nd Floor Rm. 205
Gary, IN 46402
rlofton@usw.org

Re: Follow-up Request to Continue Discussions and Seek Mediation

Dear Messrs. Schultz and Lofton:

Last Wednesday, August 26, I wrote to request your response regarding the union's interest in pursuing mediation through the independent Federal Mediation and Conciliation Service (FMCS), as well as in the potential resumption of discussions. During our July 30 meeting with Governor Braun's administration, you committed verbally to follow-up with us on both topics. As of today, we have received neither a response nor an acknowledgment that my correspondence was received.

I am following up with you today to ensure that you received my request and to, once again, seek to understand your interest in using a federal mediator.

The Company has consistently communicated its interest to engage in dialogue, explore opportunities to move discussions forward, and use available processes, including mediation. If your position is that you are unwilling to participate in mediation or further discussions/negotiations at this time, then we ask that you confirm that intention. However, if you are interested in continuing dialogue, please respond so we can work to coordinate that with you.

To facilitate continued discussions, the bp bargaining team is prepared to make themselves available as soon as practicable. We are open to continuing discussions in a formal manner, to having small-group off-the-record discussions (as we did in our last meeting on June 16), or to schedule dates with the FMCS mediator. To schedule discussions with a mediator will likely take several weeks; however, for direct negotiations or small group discussions, we can be available as early as next week. I am working to secure a meeting time for either September 9 or 16. If either of these dates work to continue our discussion, please let me know.

For the avoidance of doubt, our position on these topics remains unchanged. We support FMCS involvement. We are available and prepared to meet. And we continue to believe that direct dialogue is a more productive path than public debate.

Respectfully,



Jordan Marcks
Head of People Relations Americas
bp North America

cc: Thomas Hanson, Manager Labor & Employee Relations – Whiting
Alissa Smundin, Manager Labor & Employee Relations - Whiting