

**From:** Malone, Robert (Bob) A.  
**Subject:** Update from Bob Malone  
**Importance:** Normal

Yesterday, Tony Hayward announced a number of changes for improving BP's business performance through continued emphasis on the right behaviors and significant simplification of our organizational structure. Our goal is to get the right results in the right way, by listening to people on the front line and by giving people greater authority and requiring greater accountability in the way we do our business. We have fundamentally changed the overall structure of the business through creation of two, tightly-focused oil and gas operating segments while enhancing our commitment to a low carbon future through the expansion of BP Alternative Energy to include our biofuels and energy conversion efforts.

Because of the scale, scope, and complexity of BP's operations in the United States, and because we are delivering the outcomes the company wants, we are not changing our BP America structure. In the area of assurance, we will continue to help deliver our Safety and Operational Integrity agenda while managing Regulatory Affairs and Compliance & Ethics

BP America will continue to manage Government and Public Affairs for BP's many US businesses. BP America will continue to establish and implement common HR policies and programs for the 34,000 men and women who work for BP in the US.

In keeping with BP's forward agenda and emphasis on the right behaviors and organizational simplification, we will pursue opportunities for improving the way BP America accomplishes our important mission. This means having the right behaviors, resources and people, with the right skills and experience, in the right places, organized the right way.

BP America and the businesses that fall under its umbrella have made significant progress in the last year. I believe the changes we are making will ensure continued progress as we continue to make Safety, People and Performance our top priorities.

Bob

