

total rewards



Energize your future. Earn **total rewards** as a BP employee.



introducing...BP

Our business is about discovery—about finding, producing and marketing the natural energy resources on which our world depends. Every day, millions of customers use our products to sustain and enhance the quality of their lives. We're a global organization for today's global economy, providing world-class products in more than 100 countries on six continents.

Our identity as a company is built on fundamental values that support everything we do and every relationship we have. These values are about striving to be:

- innovative and creative
- environmentally green—respecting people and the natural environment
- progressive—looking always for improvement and positive change
- constantly driven to improve our performance

In everything we do, we seek to make a constructive contribution to the world's increasing requirements for energy and materials. This approach is reinforced by a commitment to act responsibly and ethically—a commitment that is central to our business, wherever in the world we operate.

We invite you to join us in discovering and meeting the needs of our customers, employees, shareholders and suppliers as we create and seize the opportunities available in today's connected economy.

total rewards: successful employees earn top value

Because we expect everyone who works for BP to strive for success and work to improve our performance, we provide a Total Rewards program that ranks among the top in the industry. Each Business Stream has unique business drivers, and all offer:

- competitive pay with opportunities for additional financial rewards linked to company, team and individual performance;
- excellent benefits that include health, protection, savings and retirement plans, and programs and resources to help employees manage both their work and their family lives;
- people development programs—tools to help employees develop personally and professionally.

Our employment practices create a stimulating working environment in which diversity is valued and encouraged. Our aim is to attract the best people for BP—regardless of their background, beliefs or lifestyle.

Here's a glimpse of the Total Rewards available to you if you join BP.

your compensation

When you become a BP employee, you can expect to be recognized and competitively rewarded for your performance—not just through your base pay, but through several variable pay plans and stock programs as well.

Your base salary is determined by the scope of your role and responsibilities, the individual contribution you make, the value you bring to the organization, the extent to which your behaviors support BP's values and various competitive market factors.

BP's variable pay programs—which are determined by the Business Stream in which you work—provide additional compensation for employees who achieve specific individual and team performance objectives. Our variable pay programs tie pay to performance and typically consist of cash awards that recognize company results, specific Business Stream results or individual performance contributions. In addition, all employees are eligible to receive Spot Bonus Awards, which can be given at any time to recognize individual or team contributions.

Depending on your role and responsibilities, you also may be eligible to participate in one of BP's stock programs. These are designed to align management and shareholder rewards, thereby creating employee ownership in BP.

your benefits

BP's LifeBenefits offer the quality you'd expect from a world-class energy and petrochemicals company. With LifeBenefits, you tailor your health and protection coverage to meet your needs and those of your family—now and in the future. You can get a good start on reaching your long-term financial goals with BP's savings and retirement programs. And, you can take advantage of LifeBenefits' programs and resources to help manage the demands of your work and personal life.

health

You'll be eligible for BP health care coverage, including medical, prescription drug and mental health plans, on your first day of work. At that time, you may choose single coverage or family coverage, which includes your spouse/domestic partner and/or eligible dependent children. Medical plans offer flexibility and choice—with both

in-network and out-of-network options and, in many locations, at least one Health Maintenance Organization (HMO).

Depending on where you live, you may choose the BP Dental Plan, which covers eligible services from any dentist, or the Dental Maintenance Organization, a network-based dental plan. Vision benefits are available if you enroll in the Vision Service Plan.

BP also offers a Health Care Spending Account and a Dependent Care Spending Account as tax-efficient ways to pay for eligible health care and dependent care expenses.

protection

BP's income and survivor protection benefits safeguard your income and offer financial support to your family when illness or injury prevents you from working, or if you die. Income protection benefits include company-paid Short-Term Disability (STD) and Long-Term Disability (LTD) Plans. Additional LTD coverage may be purchased.

BP also provides another type of income protection—Basic Life insurance and Occupational Accidental Death insurance—at no cost to employees. You may purchase additional life insurance for yourself, your spouse/domestic partner and your children through the Group Universal Life (GUL) insurance plan.

savings and retirement

It's never too early to start building a secure financial future. BP offers savings and retirement programs that can help.

The BP Employee Savings Plan, a 401(k) plan, offers more than 200 investment options and a dollar-for-dollar company match contribution on the first 7% of eligible pay you contribute.

meet your match...and calculate it!

Here's how your company match contribution would be calculated, assuming you contribute 10% of your eligible pay:

Annual base pay	\$40,000
Eligible bonuses	3,000
Total compensation	\$43,000
Employee Savings Plan contributions (\$43,000 x 10%)	\$ 4,300
Maximum amount subject to 100% company match contribution—7% of eligible pay (\$43,000 x 7% = \$3,010)	
BP's company match contribution (\$3,010 x 100%)	\$ 3,010
Total annual contributions (excluding investment income)	\$ 7,310

Retirement benefits are provided to BP employees through the BP Retirement Accumulation Plan, a cash balance plan that's fully funded by the company. BP makes monthly contributions to your account, equal to a percentage of eligible pay, based on your age or years of service. Your account will grow with regular interest. BP assumes all investment risk.

Once you're vested, your benefit is portable—this means that regardless of your age or years of service, you can take the vested benefit with you if you leave BP before you retire. You may:

- take the benefit immediately as a lump-sum payment and roll it over into another eligible plan (such as an IRA); or
- leave the benefit in the plan (if your account balance is more than \$5,000), where it will continue earning interest. When you retire, you may elect to receive a lump-sum payment or a series of monthly payments.

programs and resources

BP understands the challenges its employees face in successfully managing their work, home and professional commitments and needs. That's why the company offers a broad range of programs that make it easier for employees to achieve the right balance in their lives.

relocation

BP's relocation program is of special interest to potential employees. If relocation is required for you to take a position at BP, the Domestic Relocation Policy provides reasonable financial assistance, in keeping with industry practice, to meet individual needs and circumstances. You'll receive a lump-sum payment to help with house-hunting, temporary living and certain moving expenses, plus reimbursement of other covered relocation expenses.

BP also offers a variety of services to help you find a new community and select a home. These include counseling (where available) regarding mortgage pre-qualification, mortgage application, broker referral, settling-in services, local school alternatives, apartment finding for renters and dependent care programs in major U.S. cities.

family assistance

Because managing work and family commitments can sometimes feel overwhelming, BP offers LifeWorks® a 24-hour family resource program. Administered by Ceridian Performance Partners, LifeWorks provides access to free referrals, helpful publications that address a wide range of life concerns and other valuable information.

other resources

Other programs and resources for BP employees include:

Vacation and Holidays

Vacation time is based on your years of service with the company and the number of hours per week you're scheduled to work.

BP offers eight paid holidays plus up to two "personal choice" days each year in most U.S. locations. Paid holidays may vary by location, based on local practice and other business considerations, and will be announced locally each year.

Leaves of Absence

BP recognizes that employees occasionally need time off to take care of personal or family matters. The company offers a variety of unpaid leave of absence programs, including leaves for medical or personal reasons and leaves to fulfill military obligations.

Adoption Assistance Plan

BP will reimburse employees for up to \$3,000 of qualified adoption expenses for each adopted child.

Educational Assistance Program

BP reimburses eligible employees for up to 90% of their approved expenses for educational and vocational courses taken at an accredited educational institution.

Service and Retirement Awards

To recognize milestones in your BP career, at five-year intervals you'll receive a service award, and at retirement you'll receive a retirement award.



people development

BP respects the rights and dignity of all employees. Everyone who works for BP contributes to our success. Working together, drawing from our diverse talents and perspectives, we stimulate new and creative opportunities for our business, generate a more exciting and rewarding work environment and help every employee feel responsible for the performance and reputation of our company.

As a BP employee, you'll know what's expected of you in your job. Team leaders will provide a clear view of business goals and your part in meeting them. You'll receive open and constructive feedback about your job performance in an annual career discussion, and you'll be encouraged to play an active part in shaping your career by creating a personal development plan. Through an electronic internal job posting system, you'll be able to apply for available BP jobs.

Because BP recognizes the mutual benefit of employees' continued growth and career development, the company offers a number of programs to help enrich the work experience. In addition to offering the Educational Assistance Program, BP emphasizes learning and career development resources to build relevant skills. Specific training opportunities vary by business and location.

We believe that we have a responsibility to invest in the development of each and every community in which we do business. Our behavior—our compliance with business values, our impact on people and our overall contribution to society—defines our social performance. We believe there are significant business risks if we get social performance wrong, and real opportunities for competitive advantage if we do it well.

Because we want our employees to embrace that belief, we encourage them to contribute to society by supporting their efforts through our Global Social Investment initiative. We fund projects originated on a corporate basis, we provide matching gifts to support employees' charitable contributions and we offer time off to allow employees to fulfill volunteer commitments.

total rewards: value for you

Total Rewards recognizes the value our employees bring to the company with much more than a paycheck. BP spends billions of dollars each year on Total Rewards to help us maintain our valuable competitive advantage—talented employees who are committed to our success.

Now that you understand how you can energize your future with Total Rewards, we hope you'll want to join our team and help BP fuel global economies.

This brochure is presented as a matter of information and as an expression of management policy. It isn't intended to constitute a promise or contractual commitment by the company. The company reserves the right to unilaterally change or terminate any or all of the programs discussed in this brochure, as well as all its employee benefit plans and programs, at any time and without prior notice. Also, modifications may be necessary to comply with applicable legal requirements. In the event of any inconsistency between a statement contained in this brochure and the relevant plan document, summary plan description or prospectus, the plan document, summary plan description or prospectus will control over the statement in this brochure.

Employees covered by collective bargaining agreements will be subject to these benefit plan provisions to the extent consistent with the terms of BP's policy and benefit programs, the applicable collective bargaining agreement and any applicable legal guidelines.

Visit us at www.bp.com to learn more.