



Amoco Exploration and Production
Worldwide Exploration Business Group
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Partners In Leadership
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Subject: Partners In Leadership Role in Amoco Cultural Change

I wanted to write a brief note of appreciation for your support and help in facilitating our efforts to introduce a new culture of accountability into our Amoco Exploration and Production Sector. As you are aware, we had begun our initial discussion with Partners In Leadership to simply add a small module of material to our Amoco Management Learning Center curriculum which would introduce a new definition of accountability into our Amoco "vocabulary". Only one year later, we now see the Oz Principle as the framework for changing the role of leadership and culture of our company. The Oz Principle has not only become the basis for continued Leadership Training at the Amoco Management Learning Center, it has also formed the framework for an "On the Road" Leadership Challenge which our President, Richard Flury, has issued to every leader in our organization. My initial hope was more than accomplished and I appreciate Partners In Leadership's support in making that happen.

From a personal standpoint, I particularly appreciate your patience and flexibility in allowing us to adjust and adapt the material to fit the Amoco Learning Center Program. Your willingness to personally teach the Oz Principle Accountability Workshop to our OCG trainers and to a cross-section of our Amoco E&P Sector Leadership was a key in getting the material introduced to the organization. While changing the culture of any organization is not an easy task, your support in helping us initiate this effort in Amoco is appreciated.

You are aware that Amoco and British Petroleum have signed an agreement to merge our organizations into one company, BP-Amoco. This merger forms the basis for making our combined company one of the top three "Super Majors" in the industry. As a result of the merger discussions, we know that we will have many issues and challenges to face, but we believe that the cultural change we have initiated will serve us as we move to focus on creating more value and achieving even greater results in the new company. This focus on accountability and results in making this merger happen will move BP-Amoco into the position of being the number 1 or 2 in our industry.

Thanks again for your support in helping us to bring about the start of our cultural change.

Vernon Peoples
Manager, Strategic Exploration
Amoco Exploration and Production Sector