

SEARCH AND SEIZURE POLICY

NOTICE TO ALL PERSONNEL WORKING ON FIELDWOOD OWNED OR OPERATED PROPERTIES

It is Fieldwood Energy LLC's ("Fieldwood") belief that the misuse of drugs, alcohol, or any substance having a physiological, psychological, or biochemical effect impairs a person's health and performance and creates unsafe working conditions. Fieldwood has adopted the following Drug and Alcohol Policy. All Fieldwood personnel and all personnel of Fieldwood's vendors are required to comply with the policy, as such may be modified and amended from time to time by Fieldwood in its sole discretion.

The use, possession, distribution or sale of unauthorized drugs by anyone while on Fieldwood premises or while engaged in Fieldwood business is prohibited. A person on Fieldwood premises, or any other location while working for Fieldwood and/or its subsidiaries, with unauthorized drugs and/or alcohol in his/her body is in violation of this policy.

Any person taking, having possession of, or being under the influence of alcohol or any unauthorized drugs while on Fieldwood premises, or any other location while working for Fieldwood and/or any of its subsidiaries, will be immediately removed from such location. The employer of such person shall be solely liable and responsible for all costs, expenses and liabilities arising out of or related to such removal.

The consumption or possession of alcohol in unsealed or opened containers on Fieldwood premises is strictly prohibited. No alcohol is allowed at any Fieldwood location.

For the purpose of this policy, the term "unauthorized drugs" shall mean any substance, other than an Authorized substance, which has the effect on the human body of being a narcotic, depressant, stimulant, hallucinogen or cannabinoid, their precursors, derivatives or analogues, and includes, but is not limited to, those substances scheduled as controlled substances pursuant to the Federal Controlled Substances Act. Synthetic drugs, including synthetic marijuana (K2, spice, potpourri) and synthetic cocaine (bath salts) are specifically included as unauthorized drugs prohibited under this policy.

"Authorized substances" are substances having a physiological, psychological, or biochemical effect that are lawfully prescribed or that are available without a prescription, that are lawfully obtained by an individual and that the individual possesses and uses in the appropriate manner, in the dosages and for the purposes for which the substances were prescribed or manufactured.

It is each person's responsibility to notify his or her supervisor in writing when that person is taking any prescription or non-prescription medicine or substance which may impair judgment or performance or otherwise adversely affect the normal functions or his or her mental faculties or physical abilities.

In enforcing the policy, searches of persons and their property on Fieldwood's premises, transportation vehicles, and/or third party locations while working for Fieldwood and/or any of its subsidiaries, and testing of all vendor personnel (including hair follicle testing, urine sampling, saliva and breath testing, synthetic drug testing and any other generally recognized testing methods in the reasonable discretion of Fieldwood) are authorized. Any person who refuses, when requested, to cooperate with a search or to submit to testing shall be deemed to be in violation of the policy. In the event of such refusal then the employer for such person shall be responsible for all costs, expenses and liabilities arising out of the removal of such person from the applicable premises. Fieldwood reserves the right to conduct and/or have a third party designee conduct unannounced personal searches and/or testing. Entry upon Fieldwood's premises by vendor personnel will be deemed to constitute consent by such persons to personal searches and/or testing pursuant to this policy.

A personal search includes inspection of any personal property of any person located on Fieldwood's premises including, but not limited to, their personal effects, lockers, baggage, desks, lunch boxes, containers, purses, billfolds, parcels, or vehicles if on Company premises.

Any person possessing food, supplies, or tools not belonging to them, at a time when such items should not be in their possession, is subject to disciplinary action, including immediate removal from the premises at the sole cost, expense and liability of such person's employer.

Firearms are prohibited on all Fieldwood premises. Without limiting the generality of the foregoing, no person on Fieldwood's premises and/or any location while working for Fieldwood and/or its subsidiaries may possess firearms on their person, or in their personal effects, lockers, baggage, desks, lunch boxes, containers, purses, parcels, or vehicles if on Company premises.

Fieldwood shall have the right to require a vendor to remove from Fieldwood's premises and/or any location while working for Fieldwood and/or its subsidiaries, employees, servants, agents or invitees, which Fieldwood, in its sole judgment, considers in violation of this policy.

Any vendor personnel (i) found to have taken, be in possession of, and/or under the influence of alcohol and/or any unauthorized drugs or (ii) who refuses to submit to personal searches or drug and alcohol testing, shall be immediately removed from Fieldwood's premises at the sole cost, risk and liability of the applicable vendor.

Fieldwood's notification of synthetic drug testing as distributed to vendors on March 24, 2014 is specifically incorporated into this policy.

Fieldwood will evaluate and shall have the right to terminate the contract with the employer/vendor of any employee found to have taken, possessed or be under the influence of alcohol or any unauthorized drugs while on Fieldwood premises, or any other location while working for Fieldwood and/or any of its subsidiaries, and/or if such employer/vendor is otherwise in breach of this policy.