

Notice to California Employees and Contractors

Last updated: December 8, 2021

This Notice was updated on December 8, 2021 to include aggregate workforce analytics as a business purpose for which data is collected.

Pursuant to the California Consumer Privacy Act of 2018, job applicants, employees, owners, directors, officers, and contractors have a right to know, at or before the point of collection, what categories of their personal information MPC will collect and the purposes for which the personal information will be used. For more information on our privacy practices, please refer to our Privacy Policy available at: <https://www.marathonpetroleum.com/Privacy-Policy/>.

The table below outlines the information collected and used by MPC in the context of your employment or potential employment. For any questions or comments about this Notice, please contact the EEO and Compliance hotline number (866-492-7802) and ComplianceOffice@MarathonPetroleum.com.

Categories of personal information collected	Business or commercial purpose for which the data was collected
Identifiers (such as name, date of birth, driver’s license number, Social Security number, telephone number, mailing address, email address, internet protocol address, and unique number assigned to identify the device used to access the website)	For our operational purposes; verifying information; providing analytic services; detecting security incidents, protecting against malicious, deceptive, fraudulent or illegal activity and prosecuting those responsible for that activity; to communicate with you; to manage you and our workforce (including recruitment, appraisals, performance management, managing sick leave, processing payroll, managing benefits, and providing employment references)
Categories of personal information outlined in Section 1798.80(e) (such as name, signature, Social Security number, physical characteristics or description, address, telephone number, passport number, driver’s license or state identification card number, insurance policy number, education, employment, employment history, bank account number, credit card number, debit card number, or any other financial information, medical information, dependent data, or health insurance information)	For our operational purposes; verifying information; providing analytic services; detecting security incidents, protecting against malicious, deceptive, fraudulent or illegal activity and prosecuting those responsible for that activity; to communicate with you; to manage you and our workforce (including recruitment, appraisals, performance management, managing sick leave, processing payroll, managing benefits, and providing employment references)
Characteristics of protected class status under California or federal law (such as race, age, veteran’s or disability status as required by law)	To maintain benefits, respond to government reporting obligations, and to aggregate workforce analytics in accordance with applicable law

Categories of personal information collected	Business or commercial purpose for which the data was collected
<p>Internet or other electronic network activity (such as browsing history, browser type and version, search history, and other information regarding a consumer’s interaction with an internet website, including screen resolution, monitor color depth, operating system, JavaScript version, connection speed, device type used to access the brand website (i.e., computer or mobile device), application version, click path taken through the brand website, and other publicly available information, or information in electronic messages or any MPC electronic systems or hardware)</p>	<p>For our operational purposes (including conducting our business, responding to discovery requests, investigations, audit requests, due diligence requests) and security purposes</p>
<p>Audio, electronic, visual, or similar information (such as CCTV or conference video recordings or audio recorded conference calls)</p>	<p>For our operational and security purposes</p>
<p>Professional or employment-related information (such as education history and employment information including your employment history, language skills and professional qualifications, other information included on your resume or CV)</p>	<p>For our operational purposes; performing services including maintaining or servicing accounts, verifying information, providing analytic services; detecting security incidents; protecting against malicious, deceptive, fraudulent or illegal activity and prosecuting those responsible for that activity</p>