

Weapons Policy Addendum for Alabama

Per Marathon Petroleum Corporation's Weapons Policy, the use, possession or concealment of any weapon is strictly prohibited on Company premises. However, for Alabama sites only, employees or contractors who lawfully possess a firearm may store such firearm and/or ammunition in his or her privately owned personal vehicle while in designated parking areas on Company premises, as long as the following requirements are met:

1. The individual must complete and have on file with his or her Supervisor or Human Resources Consultant (as determined by local management) a current and approved Firearm Approval Form. It is the individual's responsibility to request the form and ensure that it does not expire.
2. The individual must attest on the Firearm Approval Form that he or she either:
 - Has a valid Concealed Weapon Permit, or
 - If the weapon is any firearm legal for use for hunting in Alabama other than a pistol:
 - i. The individual possesses a valid Alabama Hunting License;
 - ii. The weapon is unloaded at all times on the property;
 - iii. It is during a season in which hunting is permitted by Alabama law or regulation;
 - iv. The individual has never been convicted of any crime of violence¹, nor is subject to a Domestic Violence Order²;
 - v. The individual does not meet any of the following factors:
 1. Was found guilty but mentally ill in a criminal case.
 2. Was found not guilty in a criminal case by reason of insanity or mental disease or defect.
 3. Was declared incompetent to stand trial in a criminal case.
 4. Asserted a defense in a criminal case of not guilty by reason of insanity or mental disease or defect.

¹ A crime of violence is defined as murder, manslaughter, except manslaughter arising out of the operation of a vehicle, rape, mayhem, assault with intent to rob, assault with intent to ravish, assault with intent to murder, robbery, burglary, and kidnapping, any Class A felony or Class B felony that has as an element serious physical injury, the distribution or manufacture of a controlled substance, or is of a sexual nature involving a child under the age of 12, including an attempt to commit any of these crimes.

² A domestic violence order is defined as any protection order issued pursuant to the Protection from Abuse Act, Sections 30-5-1 to 30-5-11, inclusive. The term includes the following: a. A restraining order, injunctive order, or order of release from custody which has been issued in a circuit, district, municipal, or juvenile court in a domestic relations or family violence case; b. an order issued by municipal, district, or circuit court which places conditions on the pre-trial release on defendants in criminal cases, including provisions of bail pursuant to Section 15-13-190; c. an order issued by another state or territory which may be enforced under Sections 30-5B-1 through 30-5B-10. Restraining or protection orders not issued pursuant to the Protection from Abuse Act, Sections 30-5-1 to 30-5-11, inclusive, must specify that a history of violence or abuse exists for the provisions of this chapter to apply.

5. Was found not guilty only by reason of lack of mental responsibility under the Uniform Code of Military Justice.
 6. Required involuntary inpatient treatment in a psychiatric hospital or similar treatment facility.
 7. Required involuntary outpatient treatment in a psychiatric hospital or similar treatment facility based on a finding that the person is an imminent danger to himself or herself or to others.
 8. Required involuntary commitment to a psychiatric hospital or similar treatment facility for any reason, including drug use.
- vi. The individual has no documented prior workplace incidents involving threat of physical injury which resulted in physical injury.
 - A copy of the Alabama Concealed Weapon Permit or Alabama Hunting License will be attached to the Firearm Approval Form.
3. Any false statements made by the individual on the Firearm Approval Form will subject the offending individual to immediate dismissal from employment or removal from Marathon premises.
 4. At all times, the firearm and ammunition must be kept from ordinary observation and kept in a locked case (glove compartment, console, trunk, firearm carrying box, etc) in designated parking areas only.
 5. When a firearm and ammunition is stored in an individual's vehicle, the individual must not return to his or her vehicle at any time during the day, other than to exit the premises, without first obtaining express authorization from his or her Supervisor or Human Resources, as determined by local management.

Failure to abide by any of the foregoing requirements for storing a firearm or ammunition in a privately owned vehicle on Company premises will result in disciplinary action up to and including discharge or removal from Marathon premises.

Under no circumstances may any individual store a firearm or ammunition in a company owned, leased or rented vehicle, even if he or she lawfully possesses such a firearm or ammunition and regardless of whether he or she has filed a Firearm Approval Form.

This policy applies to lawfully possessed firearms only. All other weapons are prohibited (including those typically used for hunting) on Company premises regardless of whether a Firearm Approval Form has been filed and/or approved.

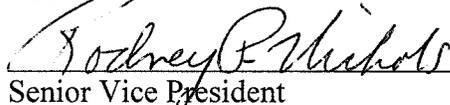
Other than the process outlined above, all other aspects of Marathon Petroleum Corporation's Weapons Policy will apply and will be enforced. As such, all vehicles

containing a firearm, ammunition or other weapon, with or without an approval form, are strictly prohibited from entering secured and restricted areas, except when carried or possessed by official local, state or federal law enforcement agents in the performance of their duty.

Addendum to Marathon Petroleum Corporation's Weapons Policy for Alabama

In order to comply with Alabama state law, I hereby approve the attached Addendum to Marathon's Weapons Policy. Such Addendum shall be effective as of May 15, 2014.

Approved:



Senior Vice President
Human Resources and Administrative Services

5/9/2014

Date:

FIREARM APPROVAL FORM
Must have a separate Form for each vehicle and each firearm

Name (Please Print): _____ Date: _____

Concealed Permit Number: _____ Permit Exp. Date: _____

Or

Hunting License Number: _____ License Exp. Date: _____

Vehicle Make/Model: _____ Color: _____

License Plate No.: _____ State: _____

Description of Firearm—include firearm type, make, model and caliber:

In Alabama only, any individual who lawfully possesses a firearm and ammunition may keep that firearm and ammunition in their privately owned vehicle only after obtaining written approval using this form. By signing this form, the individual agrees to abide by the following requirements:

1. The individual must complete and have filed with his or her Supervisor or Human Resources Consultant (as determined by local management) a current Firearm Approval Form. It is the individual's responsibility to request this form and ensure it does not expire.

2. By attaching the applicable Concealed Weapon Permit or Alabama Hunting License, the individual hereby attests to being in lawful possession of the firearm and ammunition to be stored in his or her vehicle at the time this Firearm Approval Form is submitted and to either (check appropriate box):
 - Having a valid Concealed Weapon Permit; or
 - If the weapon is any firearm legal for use for hunting in Alabama other than a pistol:
 - i. The individual possesses a valid Alabama Hunting License;
 - ii. The weapon is unloaded at all times on the property;
 - iii. It is during a season in which hunting is permitted by Alabama law or regulation;

- iv. The individual has never been convicted of any crime of violence, as that term is defined in Section 13A-11-70, Code of Alabama 1975 (murder, manslaughter, except manslaughter arising out of the operation of a vehicle, rape, mayhem, assault with intent to rob, assault with intent to ravish, assault with intent to murder, robbery, burglary, and kidnapping, any Class A felony or Class B felony that has as an element serious physical injury, the distribution or manufacture of a controlled substance, or is of a sexual nature involving a child under the age of 12, including an attempt to commit any of these crimes);
- v. The individual is not is subject to a Domestic Violence Order, as that term is defined in Section 13A-6-141, Code of Alabama 1975;³
- vi. The individual does not meet any of the following factors:
 - 1. Was found guilty but mentally ill in a criminal case.
 - 2. Was found not guilty in a criminal case by reason of insanity or mental disease or defect.
 - 3. Was declared incompetent to stand trial in a criminal case.
 - 4. Asserted a defense in a criminal case of not guilty by reason of insanity or mental disease or defect.
 - 5. Was found not guilty only by reason of lack of mental responsibility under the Uniform Code of Military Justice.
 - 6. Required involuntary inpatient treatment in a psychiatric hospital or similar treatment facility.
 - 7. Required involuntary outpatient treatment in a psychiatric hospital or similar treatment facility based on a finding that the person is an imminent danger to himself or herself or to others.
 - 8. Required involuntary commitment to a psychiatric hospital or similar treatment facility for any reason, including drug use.
- vii. The individual has no documented prior workplace incidents involving threat of physical injury which resulted in physical injury.

³ A domestic violence order is defined as any protection order issued pursuant to the Protection from Abuse Act, Sections 30-5-1 to 30-5-11, inclusive. The term includes the following: a. A restraining order, injunctive order, or order of release from custody which has been issued in a circuit, district, municipal, or juvenile court in a domestic relations or family violence case; b. an order issued by municipal, district, or circuit court which places conditions on the pre-trial release on defendants in criminal cases, including provisions of bail pursuant to Section 15-13-190; c. an order issued by another state or territory which may be enforced under Sections 30-5B-1 through 30-5B-10. Restraining or protection orders not issued pursuant to the Protection from Abuse Act, Sections 30-5-1 to 30-5-11, inclusive, must specify that a history of violence or abuse exists for the provisions of this chapter to apply.

3. A copy of the Alabama Concealed Weapon Permit or Hunting License must be attached to this Firearm Approval Form.
4. At all times, the firearm and ammunition must be kept from ordinary observation and in a locked case (glove compartment, console, trunk, firearm carrying box, etc) in designated parking areas only.
4. When a firearm is stored in an individual's vehicle, the individual must not return to his or her vehicle at any time during the day, other than to exit the premises, without first obtaining express authorization from his or her Supervisor or Human Resources, as determined by local management.

This Firearm Approval Form shall expire after one (1) year or, upon expiration of the individual's applicable Alabama Concealed Weapon Permit, or Alabama Hunting License Permit, whichever expires first.

Any violation of the Company's Weapons Policy or procedures, or the requirements listed above, including a first offense, will subject an individual to discipline, up to and including discharge from employment or removal from Marathon premises.

I have reviewed and am responsible for following the Company's Weapons Policy and the Weapons Policy Addendum for Alabama sites.

Signature	Date:	ID Badge No.
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Approver's Signature	Date:	ID Badge No.
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