

Weapons Policy Addendum for Tennessee

Per Marathon Petroleum Corporation's Weapons Policy, the use, possession or concealment of any weapon is strictly prohibited on Company premises. However, for Tennessee sites only, employees or contractors who hold a Tennessee Handgun Carry Permit and 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 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 holds a Tennessee Handgun Carry Permit, and otherwise lawfully possesses a firearm to be stored in his or her vehicle at the time the Firearm Approval Form is submitted. A copy of the Tennessee Handgun Carry Permit will be attached to the Firearm Approval Form. 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.
3. 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).
4. 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.

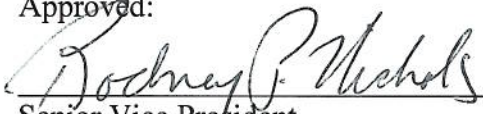
This policy applies to lawfully possessed firearms only. All other weapons are prohibited (including those typically used for hunting) on Company premises regardless of whether a Firearm Approval Form has been filed.

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 Tennessee

In order to comply with Tennessee state law, I hereby approve the attached Addendum to Marathon's Weapons Policy. Such Addendum shall be effective as of April 1, 2014.

Approved:

 _____ Date: 3/26/14
Senior Vice President
Human Resources and Administrative Services

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

Name (Please Print): _____ Date: _____

License Number (if applicable): _____ License Exp. Date: _____

Vehicle Make/Model: _____ Color: _____

License Plate No.: _____ State: _____

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

In Tennessee 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 the form and ensure it does not expire.
2. 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. A copy of the Tennessee Handgun Carry Permit must be attached to the Firearm Approval Form.
3. 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).
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 Tennessee Handgun Carry Permit, whichever expires first.

