

Weapons Policy Addendum for Kentucky

Per Marathon Petroleum Company's Weapons Policy, the use, possession, or concealment of any weapon is strictly prohibited on Company premises. However, for Kentucky sites only, employees or contractors who lawfully possess a weapon or ammunition may store such weapon or ammunition in his or her privately-owned vehicle on company premises, as long as the following requirements are met:

1. The employee or contractor must complete and have on file with his or her Marathon supervisor or Marathon's security or human resources departments (as determined by local management) a current Weapons Approval Form. It is the employee or contractor's responsibility to request the form and ensure that it does not expire.
2. The employee or contractor must provide documentary proof of lawful possession of the weapon, as determined by state or local law, to be stored in his or her vehicle at the time the Weapons Approval Form is submitted.
3. At all times, the weapon or ammunition must be enclosed in a container, compartment or storage space installed as original equipment in a motor vehicle by the manufacturer, and the vehicle in which the weapon is stored must be locked.
4. Where an alternative parking area has been designated for persons storing weapons or ammunition in their vehicles, employees or contractors storing a weapon or ammunition in their vehicles must park only in that area.
5. When a weapon or ammunition is stored in the vehicle, the employee or contractor 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 Marathon supervisor or Marathon's security or human resources departments (as determined by local management).

Failure to abide by any of the foregoing requirements for storing a weapon or ammunition in a privately-owned vehicle will result in disciplinary action up to and including discharge.

Under no circumstances may any employee or contractor store a weapon or ammunition in a company owned or leased vehicle, even if he or she lawfully possesses such a weapon or ammunition and regardless of whether he or she has filed a Weapons Approval Form.


This policy applies to lawfully possessed weapons and ammunition in private vehicles only. All other weapons are prohibited on Company premises regardless of whether a Weapons Approval Form has been filed.

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

Addendum to Marathon Petroleum Company's Weapons Policy for Kentucky

In order to comply with Kentucky state law, I hereby approve the attached addendum to Marathon Petroleum Company's Weapons Policy. Such addendum shall be effective immediately.

Approved:



Rodney P. Nichols
Sr. Vice President, Human Resources and
Administrative Services

2/11/2018

Date

WEAPONS APPROVAL FORM

Name (Please Print): _____ Date: _____

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

Vehicle Make/Model: _____ Color: _____

License Plate Number: _____ State: _____

In Kentucky only, any employee or contractor who lawfully possesses a Weapon may keep that weapon and/or ammunition in their privately-owned vehicle only after obtaining written approval using this form. By signing this form, the employee or contractor agrees to abide by the following requirements:

1. The employee or contractor must complete and have on file with his or her Marathon supervisor or Marathon's security or human resources departments (as determined by local management) a current Weapon Approval Form. It is the employee or contractor's responsibility to request the form and ensure that it does not expire.

2. The employee or contractor must provide documentary proof of lawful possession of the weapon, as determined by state or local law, to be stored in his or her vehicle at the time the Weapon Approval Form is submitted.

3. At all times, the weapon or ammunition must be enclosed in a container, compartment or storage space installed as original equipment in a motor vehicle by the manufacturer, and the vehicle in which the weapon is stored must be locked.

4. Where an alternative parking area has been designated for persons storing weapons or ammunition in their vehicles, employees or contractors storing a weapon or ammunition in their vehicles must park only in that area.

5. When a weapon or ammunition is stored in the vehicle, the employee or contractor 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 Marathon supervisor or Marathon's security or human resources departments (as determined by local management).

This Weapon Approval Form shall be valid for 1 year or, if applicable, the term of the weapon license or permit if it is less than 1 year. If applicable, a copy of the license to carry must be provided to the local supervisor or Human Resources Consultant (as determined by local management).

Any violation of the Company's Weapons Policy or procedures, or the requirements listed above, including a first offense, will subject a Company employee to discipline, up to and including discharge. Violations by non-company employees will result in removal from Company property indefinitely.

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

Signature Date

ID Badge Number

Approver's Signature Date

ID Badge Number