

OUR PEOPLE

THE 24,000 EMPLOYEES OF MPC ARE THE HEART AND SOUL OF OUR SUCCESS.

We have world-class assets – refineries, terminals, pipelines, barges, trucks, convenience stores and much more – but our dedication to recruiting and retaining the best people is what enables us to make the most of those assets.

Whether they're applying to work at a convenience store, at the corporate headquarters, at a refinery or on a marine vessel, candidates undergo a rigorous evaluation process before they're hired. Once they become a part of our company, we provide them the opportunity to contribute at their highest potential, and to have their efforts recognized and appreciated throughout their careers with us.

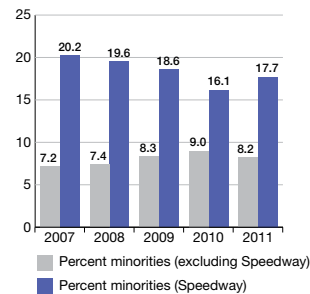
One of our strengths – and one of the factors we consider a corporate value – is our commitment to diversity and inclusion. Part of MPC's focus on diversity and inclusion is to ensure that all employees are aware of the benefits inherent in an environment of inclusion and respect. We provide ongoing opportunities for training and education – some required and some voluntary – through workshops, online training and seminars.

Toward our goal of creating an environment where all employees can maximize their talents and contributions, we actively seek to nurture and recruit the best candidates from diverse backgrounds to ensure that we continue to reap the benefits of inclusion. Our recruiting strategy includes partnerships with minority-focused educational and professional organizations and institutions, and also a commitment to ensure that our definition of diversity extends beyond surface details. We believe that a truly diverse workforce includes not just those differences that are visible and external, but also the diversity of thought, ideas and opinions that promote creativity and capitalize on differing points of view.

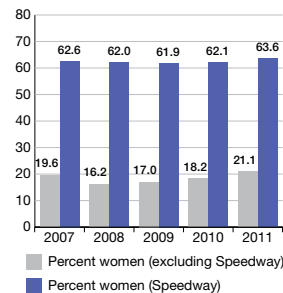


Left: A Marathon Pipe Line strategy conference. Right: MPC recruiters.

MINORITIES IN THE WORKFORCE



WOMEN IN THE WORKFORCE



Why it matters

During more than a century of operation, we have seen how different life experiences enrich the workplace with varied perspectives, novel problem-solving strategies and unique approaches to meeting customer needs. We believe a corporate culture of diversity and inclusion makes us a stronger employer and a stronger competitor.

How we improve

MPC's commitment to diversity and inclusion is driven by the highest levels of management. It is led by the Executive Diversity Officers' Committee, which is charged with championing the policies and programs that continue to advance MPC's inclusive work environment. We also have a Diversity Office based at MPC's headquarters in Findlay, Ohio, and an additional office at Speedway's headquarters in Enon, Ohio. Diversity Teams are active at each major MPC location.