

Marathon: Contractor Privacy Notice for California Residents

Last Updated: June 9, 2023

This Contractor Privacy Notice for California Residents (“Contractor Privacy Notice”) describes the types of personal information we collect about California residents who are Marathon contractors.

Certain terms used in this Notice have the meanings given to them in the California Consumer Privacy Act of 2018 (as amended by the California Privacy Rights Act of 2020) and its implementing regulations (collectively, the “CCPA”).

Notice of Collection and Use of Personal Information

Marathon may collect (and may have collected during the 12-month period prior to the Last Updated date of this Contractor Privacy Notice) the following categories of personal information about contractors:

- **Identifiers:** identifiers, such as a real name, alias, postal address, unique personal identifier (e.g., a device identifier, internal ID number, unique pseudonym, or user alias/ID), telephone number, online identifier, Internet Protocol address, email address, account name, Social Security number, driver’s license number, passport number, date of birth, and other similar identifiers
- **Additional Data Subject to Cal. Civ. Code § 1798.80:** signature, physical characteristics or description, state identification card number, insurance policy number, education, bank account number, credit card number and debit card number, and other financial information, medical information, and health insurance information
- **Protected Classifications:** characteristics of protected classifications under California or federal law, such as race, color, national origin, religion, age, sex, gender, gender identity, gender expression, sexual orientation, marital status, medical condition, ancestry, genetic information, disability, citizenship status, and military and veteran status
- **Biometric Information**
- **Online Activity:** Internet and other electronic network activity information, including, but not limited to, browsing history, search history, and information regarding your interaction with websites or applications
- **Geolocation Data**
- **Sensory Information:** audio, electronic, visual, and similar information

- **Education Information:** education information that is not publicly available personally identifiable information as defined in the Family Educational Rights and Privacy Act (20 U.S.C. Sec. 1232g; 34 C.F.R. Part 99)
- **Inferences:** inferences drawn from any of the information identified above to create a profile about you reflecting your preferences, characteristics, psychological trends, predispositions, behavior, attitudes, intelligence, abilities, and aptitudes.

Marathon may use (and may have used during the 12-month period prior to the Last Updated date of this Contractor Privacy Notice) personal information for the purpose of carrying out and supporting contractor management functions and activities, including the uses described below. In addition to general contractor management purposes, we list below relevant “business purposes” as they are described in the CCPA.

- Managing work activities and personnel generally, including managing the onboarding of contractors; reviewing and evaluating performance; reimbursing expenses; managing the headcount of Marathon contractors, work planning, and office allocation; investigating suspected misconduct or non-performance of duties; providing access to facilities; managing communications and relations with contractors; and carrying out obligations under contractor contracts.
- Ensuring business continuity; protecting the health and safety of our staff and others; safeguarding, monitoring, and maintaining our IT infrastructure, office equipment, facilities, and other property; providing technical support; detecting or preventing theft or fraud, or attempted theft or fraud; and facilitating communication with you and your designated contacts in an emergency.
- Operating and managing our IT, communications systems and facilities, and monitoring the use of these resources; performing data analytics; improving our services; allocating and managing company assets and human resources; strategic planning; project management; compiling audit trails and other reporting tools; maintaining records relating to business activities, budgeting, and financial management; managing mergers, acquisitions, sales, reorganizations or disposals and integration with business partners.
- Complying with legal requirements, such as tax, record-keeping and reporting obligations; conducting audits, management and resolution of health and safety matters; complying with requests from government or other public authorities; responding to legal process such as subpoenas and court orders; pursuing legal rights and remedies; defending litigation and managing internal complaints or claims; conducting investigations; and complying with internal policies and procedures.
- Performing services, including maintaining or servicing accounts, providing customer service, processing or fulfilling orders and transactions, verifying customer information, processing payments, providing analytics services, providing storage, or providing similar services.
- Auditing, including auditing compliance.

- Certain short-term, transient uses.
- Helping to ensure security and integrity.
- Debugging to identify and repair errors that impair existing intended functionality.
- Undertaking internal research for technological development and demonstration.
- Undertaking activities to verify or maintain the quality or safety of a service or device that is owned, manufactured, manufactured for, or controlled by us, and to improve, upgrade, or enhance them.

Marathon does not collect or process sensitive personal information with the purpose of inferring characteristics about contractors.

To the extent we process deidentified information, we will maintain and use the information in deidentified form and will not attempt to reidentify the information unless permitted by applicable law.

Retention of Personal Information

We will retain personal information about contractors for the time period reasonably necessary to achieve the purposes described in this Contractor Privacy Notice, or any other notice provided at the time of collection, taking into account applicable statutes of limitation and records retention requirements under applicable law.

Sources of Personal Information

During the 12-month period prior to the Last Updated date of this Contractor Privacy Notice, Marathon may have obtained personal information about contractors from the following categories of sources:

- Directly from you;
- Your devices;
- Family or friends who provide information about you, for example, in connection with our provision of services;
- Our affiliates and subsidiaries;
- Service providers, contractors and other vendors who provide services on our behalf;
- Customers or business partners who provide information about you, such as when they provide feedback;
- Internet service providers (“ISPs”);
- Operators systems and platforms;
- Government entities;
- Social networks; and
- Data brokers, such as credit bureaus, credit reporting service providers and background check services.

Disclosure of Personal Information

During the 12-month period prior to the Last Updated date of this Contractor Privacy Notice, Marathon may have disclosed the following categories of personal information about you for a business purpose to the following categories of third parties:

Category of Personal Information	Categories of Third Parties
Identifiers	<ul style="list-style-type: none"> • Our affiliates and subsidiaries • Vendors who provide services on our behalf • Customers or business partners • ISPs and operating systems and platforms • Data brokers, such as credit bureaus, credit reporting service providers and background check services
Additional Data Subject to Cal. Civ. Code § 1798.80	<ul style="list-style-type: none"> • Our affiliates and subsidiaries • Vendors who provide services on our behalf • Customers or business partners • ISPs and operating systems and platforms • Data brokers, such as credit bureaus, credit reporting service providers and background check services
Protected Classifications	<ul style="list-style-type: none"> • Our affiliates and subsidiaries • Vendors who provide services on our behalf • Customers or business partners • ISPs and operating systems and platforms • Data brokers, such as credit bureaus, credit reporting service providers and background check services
Biometric Information	<ul style="list-style-type: none"> • Our affiliates and subsidiaries • Vendors who provide services on our behalf • Customers or business partners • ISPs and operating systems and platforms • Data brokers, such as credit bureaus, credit reporting service providers and background check services
Online Activity	<ul style="list-style-type: none"> • Our affiliates and subsidiaries • Vendors who provide services on our behalf • Customers or business partners • ISPs and operating systems and platforms • Data brokers, such as credit bureaus, credit reporting service providers and background check services
Geolocation Data	<ul style="list-style-type: none"> • Our affiliates and subsidiaries

	<ul style="list-style-type: none"> • Vendors who provide services on our behalf • Customers or business partners • ISPs and operating systems and platforms • Data brokers, such as credit bureaus, credit reporting service providers and background check services
Sensory Information	<ul style="list-style-type: none"> • Our affiliates and subsidiaries • Vendors who provide services on our behalf • Customers or business partners • ISPs and operating systems and platforms • Data brokers, such as credit bureaus, credit reporting service providers and background check services
Employment Information	<ul style="list-style-type: none"> • Our affiliates and subsidiaries • Vendors who provide services on our behalf • Customers or business partners • ISPs and operating systems and platforms • Data brokers, such as credit bureaus, credit reporting service providers and background check services
Education Information	<ul style="list-style-type: none"> • Our affiliates and subsidiaries • Vendors who provide services on our behalf • Customers or business partners • ISPs and operating systems and platforms • Data brokers, such as credit bureaus, credit reporting service providers and background check services
Inferences	<ul style="list-style-type: none"> • Our affiliates and subsidiaries • Vendors who provide services on our behalf • Customers or business partners • ISPs and operating systems and platforms • Data brokers, such as credit bureaus, credit reporting service providers and background check services

In addition to the categories of third parties identified above, during the 12-month period prior to the Last Updated date of this Contractor Privacy Notice, we may have disclosed personal information about contractors to government entities and third parties in connection with corporate transactions, such as mergers, acquisitions or divestitures.

Marathon does not sell or share for cross-context behavioral advertising purposes personal information about contractors.

California Consumer Privacy Rights

If you are a contractor, you have certain choices regarding your personal information, as described below.

- **Access:** You have the right to request, twice in a 12-month period, that we disclose to you the personal information we have collected, used, disclosed, and sold or shared about you.
- **Correction:** You have the right to request that we correct the personal information we maintain about you, if that information is inaccurate.
- **Deletion:** You have the right to request that we delete certain personal information we have collected from you.

How to Submit a Request. To submit an access, correction or deletion request, please contact **LawDataPrivacy@MarathonPetroleum.com** or call us at **419-421-2754**.

To submit a request as an authorized agent on behalf of a contractor, please contact **LawDataPrivacy@MarathonPetroleum.com**.

Verifying Requests. To help protect your privacy and maintain security, we will take steps to verify your identity before granting you access to your personal information or complying with your request. We may verify your identity by requiring you to sign into your Marathon company account. If you do not have a Marathon company account and you request access to, correction of or deletion of your personal information, we may require you to authenticate your email address and provide information about your dates of contract with Marathon, prior payments from Marathon, prior correspondence with Marathon or other details about your work for or relationship to Marathon. In addition, if you do not have a Marathon company account and you ask us to provide you with specific pieces of personal information, we will require you to sign a declaration under penalty of perjury that you are the contractor whose personal information is the subject of the request.

Additional Information. If you choose to exercise any of your rights under the CCPA, you have the right to not receive discriminatory treatment by us. To the extent permitted by applicable law, we may charge a reasonable fee to comply with your request.

How To Contact Us

If you have any questions regarding this Contractor Privacy Notice for California Residents or our privacy practices, please contact us at **LawDataPrivacy@MarathonPetroleum.com**.