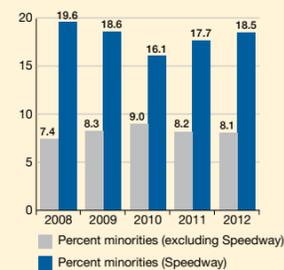


OUR PEOPLE

Because one of MPC's greatest strengths is its employees, we are committed to providing a work environment that nurtures – and rewards – the innovation and dedication they bring to their jobs every day. In addition to providing competitive pay and benefits, we strive for a workplace characterized by a deep appreciation for diversity and inclusion. Toward our goal of creating an environment where all employees can maximize their talents and contributions, we actively seek to recruit the best candidates from diverse backgrounds to ensure that we continue to reap the benefits of inclusion.

Our definition of diversity extends beyond the surface. 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.

MINORITIES IN THE WORKFORCE



WOMEN IN THE WORKFORCE



Diversity training during MPC's Diversity Week at its headquarters in Findlay, Ohio



2012 EMPLOYEE SURVEY

Every two years, MPC commissions an anonymous, company-wide survey of employees by a third party to explore employee engagement and the perception of our health, environment, safety and security situation at MPC. The employee engagement portion of the 2012 survey included 47 questions covering 10 topic areas. The health, environment, safety and security portion included 42 questions covering six topic areas. Employee participation in the survey was a record 92 percent.

We present a few of the most important metrics in this survey below. To understand these results, please note that a score of 80 percent or higher is considered a strength, while below 65 percent is considered an opportunity for improvement. Only one issue yielded positive responses below 65 percent.

EMPLOYEE ENGAGEMENT

EMPLOYEE SENTIMENT	PERCENTAGE POSITIVE RESPONSES
I would recommend the company as a place to work.	92
I feel proud to work for the company.	91
If I have a concern about unethical behavior, I know where to go to report it.	94
I have good relationships with my co-workers.	96
The company takes a genuine interest in the welfare of communities in which it does business.	93

SAFETY AND ENVIRONMENT

EMPLOYEE SENTIMENT	PERCENTAGE POSITIVE RESPONSES
MPC promotes a culture of safety.	97
MPC promotes a culture of environmental stewardship.	96
If a co-worker saw me doing something at-risk, I would want him/her to say something to me.	98
When I see a co-worker working at-risk, I caution him/her.	95
I never feel pressure from my co-workers to "shortcut" environmental standards or practices.	93
My supervisor would support me stopping a job for safety reasons.	93
My supervisor clearly sets the expectation that employees must follow all safety and environmental rules and procedures.	93
I am encouraged to report potential environmental violations.	95

AREA FOR IMPROVEMENT

Only one area prompted less than 65 percent positive responses from employees, meaning it is MPC's most significant opportunity for improvement: Employees are concerned that the promotion process does not necessarily select employees with the ability and motivation to work safely.

HOW DO WE COMPARE?

Relative to MPC's comparator groups – companies that are comparable to MPC in terms of the type and scale of our business – we performed very well. Below are the five categories in which we exceeded our comparator groups by the largest margins:

EMPLOYEE SENTIMENT	PERCENTAGE MORE POSITIVE RESPONSES THAN COMPARATOR GROUPS
Believe that management is more concerned about keeping people safe than with keeping the injury statistics low.	29 percent higher
You would want a co-worker to say something to you if he/she saw you doing something at-risk.	27 percent higher
Believe that employees rarely "shortcut" safe work practices.	27 percent higher
Feel that your supervisor does not put production ahead of safety.	26 percent higher
Feel that your supervisor sets a good example for safety through his/her own safe behaviors.	25 percent higher