



Marathon Petroleum Company LLC

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September 17, 2008

VIA OVERNIGHT MAIL

Case Support
Minnesota Department of Human Rights
190 E. 5th St., Suite 700
St. Paul, Minnesota 55101

Re: *Kevin J. Phillips*
MDHR No.: 52188

Dear Sir or Madam:

The referenced Charge of Discrimination has been forwarded to me for consideration and reply. Please find below our response and position statement.

INTRODUCTION

In his Charge, Mr. Phillips alleges that he was denied public accommodation and discriminated against on the basis of his race (African-American) at Speedway SuperAmerica LLC's¹ (hereinafter "SSA" or "Company") Store #4188 in Richfield, MN. SSA denies these allegations and states that all decisions affecting his visit to our store were made for legitimate and nondiscriminatory business reasons. Accordingly, and based on the following facts and response, we respectfully request that this matter be dismissed with a finding of "no probable cause."

FACTS

SSA is a retail operation engaged in the sale of gasoline and convenience-type items. Located in the Midwest, we are committed to achieving "the highest ethical standard in the industry" and demand nothing less from our employees. (Exhibit A - Section of the New Associate Handbook regarding Ethical Conduct & Anti-Harassment) Simply put, we are first and foremost in the business of treating our customers with respect and satisfying their needs in accordance with the highest principles possible. We do not condone nor will we accept any discriminatory actions to occur within our stores.

¹ Speedway SuperAmerica LLC is a wholly owned subsidiary of Marathon Petroleum Company LLC.

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