

Marathon Petroleum Benefit Status for Leaves of Absence

January 1, 2022



Benefit Status for Leaves of Absence

Benefit Plan/ Program	Medical Leave		Family Leave		Paid Parental Leave	Military Leave	Personal Leave	Educational Leave	Layoff
	Not Receiving LTD Benefits	Receiving LTD Benefits	12 Workweeks or Less	“Wounded Warrior” Status					
Maximum Benefit Duration	(2-year maximum)	(2-year maximum)	(12-week maximum)	(26-week maximum)	(4 or 8-week maximum)	(5-year maximum)	(30-day minimum; 2-year maximum)	(30-day minimum; 2-year maximum)	(3-month maximum)
125 Plan (Pre-Tax Contributions)	Continues (while receiving pay)	Not eligible	Not eligible	Not eligible	Continues (while receiving pay)	Continues (while receiving pay)	Not eligible	Not eligible	Not eligible
AD&D – Basic (EE, SP/DP, CH)	Continues	Continues	Continues	Continues	Continues	Continues up to 2 years	Not eligible	Not eligible	Not eligible
AD&D – Optional	Continues with premiums paid by employee	Continues with premiums paid by employee	Continues with premiums paid by employee	Continues with premiums paid by employee	Continues with premiums paid by employee	Continues up to 2 years with premiums paid by employee	Continues with premiums paid by employee	Continues with premiums paid by employee	Continues with premiums paid by employee
Adoption Assistance	Eligible	Eligible	Eligible	Eligible	Eligible	Eligible	Eligible	Not eligible	Not eligible
Dental	Continues with premiums paid by employee	Continues with premiums paid by employee	Continues with premiums paid by employee	Continues with premiums paid by employee	Continues with premiums paid by employee	Continues up to 2 years with premiums paid by employee	Continues with premiums paid by employee	Not eligible unless Company approval	Continues with premiums paid by employee
Disaster Relief	Eligible	Eligible	Eligible	Eligible	Eligible	Eligible	Eligible	Not eligible	Not eligible
EAP	Continues	Continues	Continues	Continues	Continues	Continues	Continues	Continues	Continues
Educational Reimbursement	Eligible	Eligible	Eligible	Eligible	Eligible	Eligible	Eligible	Not eligible	Eligible
Employee Service	Continues	Continues	Continues	Continues	Continues	Continues	Not eligible	Not eligible	If time absent is 30 days or more, all time absent is not eligible
HCFSA (General & Limited Purpose)	Continues until the earlier of 6 months from the leave commencement or the end of the plan year; may not elect in new plan year until RTW	Not eligible	Continues until the earlier of 6 months from the leave commencement or the end of the plan year; may not elect in new plan year until RTW	Continues until the earlier of 6 months from the leave commencement or the end of the plan year; may not elect in new plan year until RTW	Eligible	Eligible*	Not eligible	Not eligible	Continues
Health Plan	Continues with premiums paid by employee	Continues with premiums paid by employee	Continues with premiums paid by employee	Continues with premiums paid by employee	Continues with premiums paid by employee	Continues up to 2 years with premiums paid by employee	Continues with premiums paid by employee	Not eligible unless Company approval	Continues with premiums paid by employee
HSA	Continues	Continues	Continues	Continues	Continues	Continues	Continues	Continues	Continues

* During a Military Leave, HCFSA participation may continue for up to 2 years. If the leave extends into a new calendar year, the employee on leave must make an active election to participate. If the Military Leave continues to an unpaid status, you may continue coverage for up to 6 months or until the end of the Plan year, whichever is earlier.

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Holidays	Continues	Not eligible	Continues	Continues	Continues	Eligible up to 2 years	Not eligible	Not eligible	Not eligible
Life – Basic	Continues	Continues	Continues	Continues	Continues	Continues up to 2 years	Not eligible	Not eligible	Not eligible
Life – Optional (EE, SP/DP, CH)	Continues with premiums paid by employee	Continues with premiums paid by employee	Continues with premiums paid by employee	Continues with premiums paid by employee	Continues with premiums paid by employee	Continues up to 2 years with premiums paid by employee	Continues with premiums paid by employee	Continues with premiums paid by employee	Continues with premiums paid by employee
LTD	Eligible for up to 6 months	Suspended while receiving LTD benefits	Eligible	Eligible	Eligible	Eligible up to 2 years	Eligible	Not eligible	Not eligible
OAD	Not eligible	Not eligible	Not eligible	Not eligible	Not eligible	Not eligible	Not eligible	Not eligible	Not eligible
Paid Sick Leave	Eligible	Not eligible	Eligible if attributable to reason for leave	Eligible if attributable to reason for leave	Not eligible	Not eligible	Not eligible	Not eligible	Not eligible
Retirement	Vesting – Yes Elapsed Time Service – Yes	Vesting – Yes Elapsed Time Service – Yes	Vesting – Yes Elapsed Time Service – Yes	Vesting – Yes Elapsed Time Service – Yes	Vesting – Yes Elapsed Time Service – Yes	Vesting – Yes Elapsed Time Service – Yes	Vesting – Yes Elapsed Time Service – Yes	Vesting – Yes Elapsed Time Service – Yes	Vesting – Yes Elapsed Time Service – Yes
Scholars	Eligible	Eligible	Eligible	Eligible	Eligible	Eligible	Eligible	Eligible	Eligible
Short Term Disability	Continues (if time available)	Not eligible	Eligible if attributable to reason for leave	Not eligible	Not eligible	Not eligible	Not eligible. If disability occurred while absent, not eligible upon RTW.	Not eligible. If disability occurred while absent, not eligible upon RTW.	Not eligible
Termination Allowance Plan	Eligible upon conclusion of leave (except if leave > 6 months)	Eligible upon conclusion of leave	Eligible upon conclusion of leave	Eligible upon conclusion of leave	Eligible upon conclusion of leave	Eligible upon conclusion of leave	Not eligible	Not eligible	Eligible
Thrift	Vesting – Yes Account in suspense if unpaid	Vesting – Yes Account in suspense	Vesting – Yes Account in suspense	Vesting – Yes Account in suspense	Vesting – Yes Account in suspense	Vesting – Yes Contributions based on pay prior to military pay offset	Vesting – Yes Account in suspense	Vesting – Yes Account in suspense	Vesting – Yes Account in suspense

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Vacation									
• Usage	<ul style="list-style-type: none"> May request vacation be applied during any unpaid portion of the leave. 	<ul style="list-style-type: none"> Not eligible 	<ul style="list-style-type: none"> May request vacation be applied during any unpaid portion of the leave. 	<ul style="list-style-type: none"> May request vacation be applied during any unpaid portion of the leave. 	<ul style="list-style-type: none"> May request vacation be applied during any unpaid portion of the leave. 	<ul style="list-style-type: none"> May request vacation be applied during any unpaid portion of the leave. 	<ul style="list-style-type: none"> Not eligible 	<ul style="list-style-type: none"> Not eligible 	<ul style="list-style-type: none"> Not eligible
• Annual Accrual	<ul style="list-style-type: none"> If on leave on Jan. 1, considered an active employee; eligible for a vacation benefit on Jan. 1 subject to the Vacation Benefit Cap. 	<ul style="list-style-type: none"> If on LTD on Jan. 1, not eligible. If RTW within the same year as LTD commenced, not eligible for a vacation benefit in that year. If RTW in a new calendar year, eligible for a pro-rated vacation benefit following completion of one full day. 	<ul style="list-style-type: none"> If on leave on Jan. 1, considered an active employee; eligible for a vacation benefit on Jan. 1 subject to the Vacation Benefit Cap. 	<ul style="list-style-type: none"> If on leave on Jan. 1, considered an active employee; eligible for a vacation benefit on Jan. 1 subject to the Vacation Benefit Cap. 	<ul style="list-style-type: none"> If on leave on Jan. 1, considered an active employee; eligible for a vacation benefit on Jan. 1 subject to the Vacation Benefit Cap. 	<ul style="list-style-type: none"> If on leave of up to 2 years on Jan. 1, considered an active employee; eligible for a vacation benefit on Jan. 1 subject to the Vacation Benefit Cap. If on leave exceeding 2 years on Jan. 1, not eligible. Become eligible for a prorated vacation benefit upon RTW in a new calendar year for one full day. 	<ul style="list-style-type: none"> If on leave on Jan. 1, not eligible. Become eligible for a prorated vacation benefit upon RTW for one full day in the calendar year. However, if RTW within the same year the leave commenced, not eligible for vacation benefits until the following Jan. 1. 	<ul style="list-style-type: none"> If on leave on Jan. 1, not eligible. Become eligible for a prorated vacation benefit upon RTW for one full day in the calendar year. However, if RTW within the same year the leave commenced, not eligible for vacation benefits until the following Jan. 1. 	<ul style="list-style-type: none"> If on layoff on Jan. 1, not eligible. Become eligible for a prorated vacation benefit upon RTW for one full day in the calendar year.
• Payout	<ul style="list-style-type: none"> Not eligible 	<ul style="list-style-type: none"> All unused vacation will be paid out upon commencement of LTD benefits. 	<ul style="list-style-type: none"> Not eligible 	<ul style="list-style-type: none"> Not eligible 	<ul style="list-style-type: none"> Not eligible 	<ul style="list-style-type: none"> Not eligible 	<ul style="list-style-type: none"> All unused vacation will be paid out upon commencement of the leave. 	<ul style="list-style-type: none"> All unused vacation will be paid out upon commencement of the leave. 	<ul style="list-style-type: none"> Not eligible
Vision	Continues with premiums paid by employee	Continues with premiums paid by employee	Continues with premiums paid by employee	Continues with premiums paid by employee	Continues with premiums paid by employee	Continues up to 2 years with premiums paid by employee	Continues with premiums paid by employee	Not eligible unless Company approval	Continues with premiums paid by employee
Volunteerism & Employee Giving	Eligible	Eligible	Eligible	Eligible	Eligible	Eligible	Eligible	Not eligible	Not eligible
Wellness	Continues (SP/DP must be enrolled in Health Plan)	Continues (SP/DP must be enrolled in Health Plan)	Continues (SP/DP must be enrolled in Health Plan)	Continues (SP/DP must be enrolled in Health Plan)	Continues (SP/DP must be enrolled in Health Plan)	Continues (SP/DP must be enrolled in Health Plan)	Continues (SP/DP must be enrolled in Health Plan)	Continues (SP/DP must be enrolled in Health Plan)	Continues (SP/DP must be enrolled in Health Plan)

Note: No portion of this document is intended to change the terms of the plans and policies or the official documents that control them. If there is any inconsistency between this document and the official documents of the plan and policies, the official documents will prevail.