2024 MPC Benefits at a Glance

Medical Premiums and Deductibles

CLASSIC OPTION



HIGHER monthly premiums



LOWER deductibles and outof-pocket maximums

The Health Plan starts paying coinsurance when each covered family member meets the individual deductible, or any combination of covered family Members meet the family deductible. A Flexible Spending Account (FSA) is available with this option.

Employee only | Premium **\$136.60**/monthly | Deductible **\$600** (More coverage levels available.)

SAVER HSA OPTION



LOWER monthly premiums



HIGHER deductibles and out-of-pocket maximums

The Health Plan starts paying coinsurance once any combination of covered family members reaches the annual deductible. A Limited Purpose FSA and Health Savings Account (HSA) is available with this option, including a company contribution.

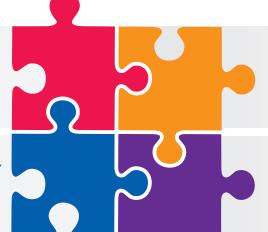
Employee only | Premium **\$84.90**/monthly | Deductible **\$1,600** (More coverage levels available.)

VISION

Annual eye exam with a benefit to purchase contacts or glasses.

SHORT-TERM DISABILITY AND LONG-TERM DISABILITY

Company-paid coverage to help replace a portion of your income if you are unable to work.



DENTAL

Two preventative visits annually with basic, major and orthodontia services covered.

LIFE INSURANCE

Company-paid Basic Life, AD&D and OAD with optional life and AD&D available for employee, spouse and child.

2024 **MPC**

Benefits at a Glance

Holidays

10 paid holidays at most locations.



Vacation Time

Up to six weeks paid time off.



Thrift Plan

Marathon Petroleum offers a **\$1.17 to \$1.00** match on employee contributions up to 6% of your pay.



Sick leave

Paid sick leave.



Retirement Plan

A completely company-funded pension account.



Paid Parental Leave

Birthing parent receives 10 weeks for natural birth; 12 weeks for cesarean. Non-birthing parent receives 4 weeks.



Adoption and Surrogacy Assistance Programs

Help paying for adoption and surrogacy expenses.



MetLife Legal Plan

Optional coverage for legal assistance through MetLife.



Employee Giving Program

Employee donations to eligible organizations are matched by the Company.



Employee Assistance Program

The Employee Assistance Program offers free counseling, identity protection and more.



Educational Reimbursement

Financial assistance for approved degree programs and certifications and licensing.



Marathon Scholars Program

College scholarships for children of employees.





