

Marathon Petroleum Benefit Status for Leaves of Absence

January 1, 2020



Benefit Status for Leaves of Absence

Benefit	Medical Leave			Family Leave		Military Leave	Personal Leave (cannot be <30 days)	Educational Leave (cannot be < 30 days)
	Not Receiving LTD Benefits	Receiving LTD Benefits (Disability date prior to 01/01/10)	Receiving LTD Benefits (Disability date after 01/01/10)	12 Workweeks or Less	Up to 26 Workweeks for "Wounded Warrior" Status			
AD&D: Basic	Coverage continues up to 2 years from disability date	Coverage continues	Coverage continues up to 2 years from disability date	Coverage continues	Coverage continues	Coverage continues	Participation terminates	Participation terminates
AD&D: Optional (includes employee, spouse, and/or child)	Coverage continues up to 2 years from disability date if billed premiums paid by employee	Coverage continues if billed premiums paid by employee	Coverage continues up to 2 years from disability date if billed premiums paid by employee	Coverage continues if billed premiums paid by employee	Coverage continues if billed premiums paid by employee	Coverage continues up to 2 years if billed premiums paid by employee	Coverage continues up to 2 years if billed premiums paid by employee	Coverage continues up to 2 years if billed premiums paid by employee
Adoption Assistance	Continues	Continues	Continues	Continues	Continues	Continues	Continues	Not Eligible
Compensation	Yes, if eligible for paid Sick benefits, paid Vacation or worker's compensation	Unpaid	Unpaid	Unpaid	Unpaid	Yes, if eligible; equal to Normal Base Pay less Gov't pay ("Differential Pay") until earlier of return to work or 2 years	Unpaid	Unpaid
Dental	Coverage continues up to 2 years from disability date if billed premiums paid by employee	Coverage continues if billed premiums paid by employee	Coverage continues up to 2 years from disability date if billed premiums paid by employee	Coverage continues if billed premiums paid by employee	Coverage continues if billed premiums paid by employee	Coverage continues up to 2 years if billed premiums paid by employee	Coverage continues up to 2 years if billed premiums paid by employee	Coverage terminates unless Company approval
Disaster Relief	Coverage continues up to 2 years from disability date	Coverage continues up to 2 years from disability date	Coverage continues up to 2 years from disability date	Continues	Continues	Continues	Coverage continues up to 2 years	Not eligible
EAP	Coverage continues up to 2 years if eligible for Company contributions to a Company-provided health plan	Coverage continues up to 2 years if eligible for Company contributions to a Company-provided health plan	Coverage continues up to 2 years from the date Medical Leave commenced	Coverage continues up to 2 years if eligible for Company contributions to a Company-provided health plan	Coverage continues up to 2 years if eligible for Company contributions to a Company-provided health plan	Coverage continues for employee and dependents	Coverage continues up to 2 years if eligible for Company contributions to a Company-provided health plan	Coverage continues up to 2 years if eligible for Company contributions to a Company-provided health plan
Educational Reimbursement	Eligible up to 2 years from disability date	Eligible	Eligible up to 2 years from disability date	Eligible	Eligible	Eligible	Eligible	Not eligible
Employee Service	Service is credited up to 2 years from disability date	Service is credited	Service is credited up to 2 years from disability date	Service is credited	Service is credited	Service is credited	Service is not credited	Service is not credited

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HCFA (General Purpose and Limited Purpose)	May continue up to 6 months in the same plan year, if currently enrolled; may not elect in new plan year until return to work	Participation terminates	Participation terminates	May continue up to 6 months in the same plan year, if currently enrolled; may not elect in new plan year until return to work	May continue up to 6 months in the same plan year, if currently enrolled; may not elect in new plan year until return to work	May continue participation*	Participation terminates	Participation terminates
Health Plan	Coverage continues up to 2 years from disability date if billed premiums paid by employee	Coverage continues if billed premiums paid by employee	Coverage continues up to 2 years from disability date if billed premiums paid by employee	Coverage continues if billed premiums paid by employee	Coverage continues if billed premiums paid by employee	Coverage continues up to 2 years if billed premiums paid by employee	Coverage continues up to 2 years if billed premiums paid by employee	Coverage terminates unless Company approval
HRA	Continues up to 2 years from disability date	Continues	Continues up to 2 years from disability date	Continues	Continues	Continues	Continues	Continues
HSA	Continues	Continues	Continues	Continues	Continues	Continues	Continues	Continues
Holidays	Eligible if sick benefits are paid	Not eligible	Not eligible	Not eligible if on unpaid leave	Not eligible if on unpaid leave	Eligible while receiving Company pay offset	Not eligible	Not eligible
Job Reinstatement	Normally — see FMLA Policy for details	Depends on employment needs at time of return	Depends on employment needs at time of return; evaluated for Neutral Discharge 2 years from disability date	Normally — see Family Leave Policy for details	Normally — see Family Leave Policy for details	Normally — see Military Leave Policy for details	Depends on employment needs at time of return	Depends on employment needs at time of return
Life: Basic	Coverage continues up to 2 years from disability date	Coverage continues	Coverage continues up to 2 years from disability date	Coverage continues	Coverage continues	Coverage continues	Participation terminates	Participation terminates
Life: Level Premium	Coverage continues up to 2 years if billed premiums paid by employee	Coverage continues	Coverage continues up to 2 years from disability date; Company pays cost	Coverage continues up to 2 years if billed premiums paid by employee	Coverage continues up to 2 years if billed premiums paid by employee	Coverage continues up to 2 years if billed premiums are paid by employee	Coverage continues up to 2 years if billed premiums paid by employee	Coverage continues up to 2 years if billed premiums paid by employee
Life: Optional (includes employee, spouse, and/or child)	Coverage continues up to 2 years from disability date if billed premiums paid by employee	Coverage continues if billed premiums paid by employee	Coverage continues up to 2 years from disability date if billed premiums paid by employee	Coverage continues if billed premiums paid by employee	Coverage continues if billed premiums paid by employee	Coverage continues up to 2 years if billed premiums are paid by employee	Coverage continues up to 2 years if billed premiums paid by employee	Coverage continues up to 2 years if billed premiums paid by employee
LTD	Coverage continues for up to 6 months	Coverage suspended while receiving LTD benefits	Coverage suspended while receiving LTD benefits	Coverage continues	Coverage continues	Coverage continues up to 2 years	Coverage continues up to 2 years	Coverage is suspended

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Marathon Scholars Program	Eligible up to 2 years from disability date	Eligible	Eligible up to 2 years from disability date	Eligible	Eligible	Eligible	Eligible	Eligible
Matching Gifts	Eligible up to 2 years from disability date	Eligible	Eligible up to 2 years from disability date	Eligible	Eligible	Eligible	Eligible	Program eligibility ends
Merit Increase Eligibility	Annual merit consideration date (April 1) will not be adjusted	Annual merit consideration suspended while on LTD	Annual merit consideration suspended while on LTD	Annual merit consideration date (April 1) will not be adjusted	Annual merit consideration date (April 1) will not be adjusted	Annual merit consideration date (April 1) will not be adjusted	Annual merit consideration date (April 1) will not be adjusted	Annual merit consideration date (April 1) will not be adjusted
OAD	Coverage is suspended	Coverage is suspended	Coverage is suspended	Coverage is suspended	Coverage is suspended	Coverage is suspended	Coverage is suspended	Coverage is suspended
Pre-Tax Contributions (125 Plan)	Continues while receiving pay	Suspended	Suspended	Suspended	Suspended	Continues while receiving Company pay offset	Suspended	Suspended
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
Sick Benefits	Eligibility continues per Plan's Schedule of Benefits. Must satisfy requalification requirements for additional benefit	Not eligible	Not eligible	Not eligible unless sick benefits are attributable to reason for leave; eligible upon return for one full day	Not eligible during leave; eligible upon return for one full day	Not eligible during leave; eligible upon return for one full day	Not eligible during leave; eligible after completing requalification period	Not eligible during leave; eligible after completing requalification period
Termination Allowance Plan	Eligible upon termination of leave (except if leave > 6 months)	Not eligible	Not eligible	Eligible upon termination of leave	Eligible upon termination of leave	Eligible upon conclusion of leave	Not eligible	Not eligible
Thrift	Vesting — Yes; account in suspense if unpaid leave	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

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Vacation	If on a medical leave, may request vacation benefits be applied during any unpaid portion of the leave. If on a medical leave on January 1 (not receiving LTD benefits), considered an Active Employee for vacation purposes; immediately eligible for a vacation benefit on 1/1 subject to the Vacation Benefit Cap.	Upon return to work for one full day in a new calendar year following the year LTD benefits commenced, immediately eligible for a pro-rated vacation benefit.	All unused vacation will be paid out at the time LTD benefits commence. If return to work within the same year, not eligible for a vacation benefit until the following January 1. If on leave receiving LTD benefits as of January 1 following the date LTD commenced, immediately eligible for a pro-rated vacation benefit upon return to work for one full day.	May request vacation benefits be applied during any unpaid portion of the leave. If on leave as of January 1 following the date the leave commenced, considered an Active Employee for vacation purposes; eligible for a vacation benefit on 1/1 subject to the Vacation Benefit Cap.	May request vacation benefits be applied during any unpaid portion of the leave. If on leave as of January 1 following the date the leave commenced, considered an Active Employee for vacation purposes; eligible for a vacation benefit on 1/1 subject to the Vacation Benefit Cap.	May request vacation benefits be applied during any unpaid portion of the leave. If on leave as of January 1 following the date the leave commenced, considered an Active Employee for vacation purposes; eligible for a vacation benefit on 1/1 subject to the Vacation Benefit Cap.	All unused vacation will be paid out at the time the leave commences. If return to work within the same year, not eligible for a vacation benefit until the following January 1. If on leave as of January 1 following the date the leave commenced, eligible for a pro-rated vacation benefit upon return to work for one full day.	All unused vacation will be paid out at the time the leave commences. If return to work within the same year, not eligible for a vacation benefit until the following January 1. If on leave as of January 1 following the date the leave commenced, eligible for a pro-rated vacation benefit upon return to work for one full day.
Vision	Coverage continues up to 2 years from disability date if billed premiums are paid by employee	Coverage continues if billed premiums are paid by employee	Coverage continues up to 2 years from disability date if billed premiums are paid by employee	Coverage continues if billed premiums paid by employee	Coverage continues if billed premiums paid by employee	Coverage continues up to 2 years if billed premiums are paid by employee	Coverage continues up to 2 years if billed premiums paid by employee	Coverage terminates unless Company approval
Volunteer Incentive Program	Continues	Continues	Continues	Continues	Continues	Continues	Continues	Program eligibility ends
Wellness	Coverage continues up to 2 years if eligible for Company contributions to a Company-provided health plan	Coverage continues up to 2 years if eligible for Company contributions to a Company-provided health plan	Coverage continues up to 2 years if eligible for Company contributions to a Company-provided health plan	Coverage continues up to 2 years if eligible for Company contributions to a Company-provided health plan	Coverage continues up to 2 years if eligible for Company contributions to a Company-provided health plan	Coverage continues for employee and dependent(s) up to 2 years	Coverage continues up to 2 years if eligible for Company contributions to a Company-provided health plan	Coverage continues up to 2 years if eligible for Company contributions to a Company-provided health plan

* During a Military Leave, HCFA 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.

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.