

Marathon Petroleum Benefit Status for Leaves of Absence

January 1, 2018



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 while receiving Company pay offset	Participation terminates	Participation terminates
AD&D: Optional	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 while receiving Company pay offset	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
CCP	Continues while receiving pay	Suspended	Suspended	Suspended	Suspended	Continues while receiving Company pay offset	Suspended	Suspended
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 while receiving Company pay offset	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 while receiving Company pay offset	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 while receiving Company pay offset	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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	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	Military Leave		
HCFA	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 while receiving Company pay offset*	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 while receiving Company pay offset	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 while receiving Company pay offset	Coverage is suspended	Coverage is suspended
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 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
Life: Optional	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 while receiving Company pay offset	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 while receiving Company pay offset	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
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 termination 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	Entitled to, and may use, vacation benefits in year of leave. Unused vacation in excess of five days paid on last workday of the year. Vest in following year's vacation if leave is within the first 6 months on 12/31. Upon return for one full day in new calendar year, immediately eligible for vacation	Unused vacation paid at year end of the year LTD benefit commences	Unused vacation paid at year end of the year LTD benefit commences	Entitled to, and may use, vacation benefits in year of leave. Unused vacation in excess of five days paid on last workday of the year. Upon return for one full day in new calendar year, immediately eligible for vacation	Entitled to, and may use, vacation benefits in year of leave. Unused vacation in excess of five days paid on last workday of the year. Upon return for one full day in new calendar year, immediately eligible for vacation	Entitled to, and may use, vacation benefits in year of leave. Unused vacation in excess of five days paid on last workday of the year. Upon return for one full day in new calendar year, immediately eligible for vacation	Entitled to unused vacation if return in the same calendar year the leave commenced. Unused vacation paid at year-end. Carry over of unused vacation not permitted. Entitled to pro-rated vacation upon return if return is not in same year leave commenced	Unused vacation paid when leave commences. Carry over of unused vacation not permitted. Entitled to pro-rated vacation upon return if return is not in same year leave commenced
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 while receiving Company pay offset	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) while receiving Company pay offset	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.