



Scholars Program

# **Marathon Petroleum Scholars Program**

**Restated as of January 1, 2017**





# Scholars Program

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# Scholars Program

## I. Objective

The objective of the Marathon Petroleum Scholars Program is to provide financial assistance toward post-high school education costs for daughters and sons of employees and retirees of Marathon Petroleum Company (“MPC”), including its wholly-owned subsidiaries, who obtain a minimum 3.0 cumulative grade point average (on a 4.0 scale).

### Marathon Petroleum Scholar Awards

Two types of scholarship awards are available, based either upon financial need with merit considered, or merit with financial need not a consideration, as follows:

- Up to forty (40) scholarships, ranging from \$1,000 to \$2,500 each, based primarily on financial need with a merit component, will be awarded to children of MPC and Speedway employees and retirees. MPC applicants will receive no more than 75% of the awards and Speedway applicants will receive no less than 25%. These financial need-based Marathon Petroleum Scholars Awards may be renewed for up to three years with continued demonstration of financial need and satisfactory academic performance in a full-time course of study. Depending on financial need, annual renewals may vary from year to year, but in no event will the award be less than \$1,000.
- Up to ten (10) scholarships in the amount of \$2,500, based on merit only, will be awarded to children of MPC and Speedway employees and retirees. These merit-only awards will be based on scholastic achievement, test scores, and high school and community involvement. Financial need will not be considered for these one-time, non-renewable awards.

Renewals for scholarships awarded prior to year 2012 will continue to be in the range of \$500 to \$1,500.

## II. Taxability of Scholar Awards

All or part of an award **may** need to be included in the recipient’s gross income for federal income tax purposes. Recipients are informed it is their responsibility to determine what part, if any, of the award is taxable based on their individual situation.

## III. Eligibility for Application

### 1. Parent’s Employment Criteria

Marathon Petroleum Scholar Awards are available to daughters and sons (including legally adopted children, step-children, and children under legal guardianship if both parents are deceased) if the parent or legal guardian is, or was at the time of retirement or death, a **regular** full-time or a regular part-time employee of MPC or Speedway. Part-time employees must have one year of service as of the application deadline. Scholarship awards will only be made to applicants who are eligible dependents as of the date of scholarship selection.

NOTE: This **includes** any regular employee transferred to a nonparticipating employer within the controlled group provided the following conditions are met:

- The eligible child applies during the annual solicitation period that commences during the calendar year of the employee’s transfer (eligibility is not extended to a later solicitation period); and



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- The transferred employee has not terminated from the controlled group for reasons other than retirement or death as of the date of scholarship selection.

Proof of adoption or legal guardian arrangement may be required.

This **excludes** third country or foreign national employees.

NOTE: For purposes of benefit eligibility, a Regular employee is one working on a “full-time” basis with a normal work schedule of at least 40 hours per week or at least 80 hours on a bi-weekly basis, a “part-time” basis with a minimum of 20 hours and a maximum of 35 hours per week.

## 2. Student Eligibility Criteria

Applicants must be high school seniors with a minimum 3.0 cumulative grade point average (on a 4.0 scale) who plan to enroll in a full-time undergraduate course of study at an accredited four-year college or university, or at an accredited two-year college or an accredited vocational-technical school if the applicant states an intention to continue elsewhere to earn a bachelor degree or its equivalent. If planning to attend an accredited college or university, completion of the ACT or SAT is required.

An eligible daughter or son can be considered for a scholar award only **once** and may apply for a scholar award if they will graduate from a secondary school during the academic year in which application is made, **or** have graduated **early** during the academic year associated with the immediate previous annual solicitation period. The graduate must provide documentation verifying early graduation.

## 3. Educational Institution Eligibility

Eligible institutions include accredited four-year colleges and universities, accredited two-year junior or community colleges, and vocational/technical schools.

## IV. Application

Any daughter or son of an MPC or Speedway employee who is interested in a Marathon Petroleum Scholar Award **must** complete a Scholars Program Application.

Applications will be accepted commencing with the date that solicitation letters (mailed to potential eligible dependents age 16 to 19) are mailed to potential applicants and extending through the last date on which applications may be accepted for determining recipients of scholar awards. The application and relevant information can be found at <http://sms.scholarshipamerica.org/marathonpetroleum/> or by contacting Scholarship America at 1-507-931-1682, extension 625.



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### **V. Selecting Scholar Award Recipients**

Selection of Scholar Award recipients will be limited to a total of fifty (50), or 49% of the qualified applications, whichever is less. Renewable awards will be selected first. If an insufficient number of qualified applications are received to select 50 recipients, the renewable awards will be priority. Children may receive a renewable financial need-based award or non-renewable merit-based award based on application information; children who qualify for both will receive the award that provides the greatest monetary benefit. Applicants may not receive more than one award. All awards under this program are for undergraduate study only. Scholarship Management Services (also known as Scholarship America), a third-party administrator, will administer the Marathon Petroleum Scholars Program, including selection of Scholar Award recipients.

### **VI. Deposit of Scholar Awards and Financial Aid Grants**

Annual Scholar Award checks are mailed by Scholarship America on behalf of Marathon Petroleum Company LP to each recipient's home address and are made payable to the school the student is attending.

### **VII. Transfers, Drop-Outs, Unused Funds**

If a student transfers to another college or university or drops out of school, any unused funds must be returned to Scholarship America. Scholarship Management Services, Scholarship America, One Scholarship Way, P.O. Box 297, Saint Peter, MN 56082, must be notified in writing.

### **VIII. Scholar Award Recipient's Status if Parent Terminates Employment**

If a Scholar Award recipient's parent leaves the Company for any reason, the funds will continue for the stated term during the student's continued academic qualification.

### **IX. Obligation**

Acceptance of an award does not obligate the recipient to the Company or the Company to the recipient.

### **X. Administration**

Scholarship Management Services (Scholarship America) will coordinate and administer the program throughout the Company. Contact information for Scholarship Management Services is One Scholarship Way, P.O. Box 297, Saint Peter, MN 56082, 1-507-931-1682 extension 625, or at the website <http://sms.scholarshipamerica.org/marathonpetroleum/>.



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### **XI. Senior VP Human Resources Approval for Minor Amendments**

In addition to the other methods of amending the Marathon Petroleum Company LP employee benefit plans, practices, and policies (hereinafter referred to as “MPC Employee Benefit Plans”) which have been authorized, or may in the future be authorized, by the Marathon Petroleum Corporation Board of Directors, the Marathon Petroleum Corporation Senior Vice President of Human Resources and Administrative Services may approve the following types of amendments to MPC Employee Benefit Plans:

- i. With the opinion of counsel, technical amendments required by applicable laws and regulations;
- ii. With the opinion of counsel, amendments that are clarifications of plan provisions;
- iii. Amendments in connection with a signed definitive agreement governing a merger, acquisition or divestiture such that, for MPC Employee Benefit Plans, needed changes are specifically described in the definitive agreement, or if not specifically described in the definitive agreement, the needed changes are in keeping with the intent of the definitive agreement;
- iv. Amendments in connection with changes that have a minimal cost impact (as defined below) to the Company; and
- v. With the opinion of counsel, amendments in connection with changes resulting from state or federal legislative actions that have a minimal cost impact (as defined below) to the Company.

For purposes of the above, “minimal cost impact” is defined as an annual cost impact to the Company per MPC Employee Benefit Plan case that does not exceed the greater of:

- i. an amount that is less than one-half of the one percent of its documented total cost (including administrative costs) for the previous year; or
- ii. \$500,000.

### **XII. Modification and Termination**

The Company reserves the right to modify or terminate this Plan, in whole or in part, in such manner as it shall determine, either alone or in conjunction with other plans of the Company under the Internal Revenue Code or to comply with applicable state or federal regulations. Such modification or termination can be applied, at the sole discretion of the Company, to any or all members.