



Scholars Program

Marathon Petroleum Scholars Program

Restated as of January 1, 2019





Scholars Program

Table of Contents

I. Objective	1
II. Taxability of Scholar Awards	1
III. Eligibility for Application.....	1
IV. Application.....	2
V. Selecting Scholar Award Recipients.....	2
VI. Deposit of Scholar Awards and Financial Aid Grants	2
VII. Transfers, Withdrawals, Unused Funds	3
VIII. Scholar Award Recipient's Status if Parent Terminates Employment.....	3
IX. Obligation.....	3
X. Administration	3
XI. Modification and Termination	3



Scholars Program

I. Objective

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

Types of Scholar Awards

Two types of scholarships (“Scholar Awards” or “Awards”) are available under the Program, based either upon 1) financial need with merit considered, or 2) merit only, as follows:

- Up to eighty (80) scholarships in the amount of \$4,000 each, based primarily on financial need with a merit component, will be awarded to children of eligible 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 Scholar 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 renewed Award amount be less than \$2,000.
- Up to twenty (20) scholarships in the amount of \$4,000, based on merit only, will be awarded to children of eligible 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 2019, including scholarships awarded under the Andeavor Scholarship Program, will continue to be renewed under the program terms, conditions and scholarship amounts in place at the time the scholarship was awarded.

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

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 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. Scholar Awards will only be made to applicants who are eligible dependents as of the date the scholarship recipients are selected.

Children of third country or foreign national employees are excluded from eligibility.

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, or on a “part-time” basis with a minimum of 20 hours and a maximum of 35 hours per week.



Scholars Program

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

IV. Application

An eligible daughter or son **must** complete and submit a Scholars Program Application in order to be considered for a Scholar Award.

Applications will be accepted commencing with the date that notification is made to potential applicants (age 16 to 19) 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 <https://www.scholarsapply.org/marathonpetroleum/> or by contacting Scholarship America at 1-507-931-1682, extension 625.

V. Selecting Scholar Award Recipients

Each calendar year, selection of Scholar Award recipients will be limited to a total of 100, 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 100 recipients, the renewable awards will be given 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 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 eligible educational institution the student is attending.



Scholars Program

VII. Transfers, Withdrawals, Unused Funds

If a student transfers to another college, university or other educational institution, or withdraws from or drops out of school, any unused Award funds must be returned to Scholarship America. Written notification of a transfer or withdrawal must be provided to Scholarship America, One Scholarship Way, Saint Peter, MN 56082.

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

Initial Scholar Award

If the MPC controlled group employment of an applicant's parent terminates for any reason other than retirement or death prior to the date scholarship recipients are selected, the applicant is no longer eligible and will not be considered for a Scholar Award.

Scholar Award Renewals

If the MPC controlled group employment of a Scholar Award recipient's parent terminates for any reason other than retirement or death, the Award will also terminate at that time and no funds will be disbursed to the recipient on or after the parent's separation date.

IX. Obligation

Acceptance of an Award does not obligate the recipient to MPC or any of its affiliates or MPC or any of its affiliates to the recipient.

X. Administration

Scholarship America will coordinate and administer the Program throughout the Company. Contact information for Scholarship America is One Scholarship Way, Saint Peter, MN 56082, 1-507-931-1682 extension 625, or at the website <https://www.scholarsapply.org/marathonpetroleum/>.

XI. Modification and Termination

MPC reserves the right to modify or terminate the Program, in whole or in part, in such manner as it shall determine, either alone or in conjunction with other benefit plans and programs of MPC and any of its affiliates. Modification or termination may be made by the Company for any reason.



Scholars Program

WHEREAS, Marathon Petroleum Company LP (the “Company”) wishes to adopt the Marathon Petroleum Scholars Program for the benefit of certain of its employees as set forth herein; and

NOW, THEREFORE, the Program is hereby adopted by the Company, effective this _____ day of _____, 2019.

IN WITNESS WHEREOF, the Company has directed the Chief Human Resources Officer of the Corporation to execute this document on its behalf.

MARATHON PETROLEUM COMPANY LP

By: Fiona C. Laird
Its: Chief Human Resources Officer
Marathon Petroleum Corporation