

Marathon Petroleum Wellness Program

**Restated Effective
July 1, 2018**



Table of Contents

I. Purpose	1
II. Classes of Membership and Eligibility	1
III. Effective Date of the Program.....	2
IV. Contributions.....	3
V. Benefit Coverage Under the Wellness Program	3
VI. Limitations	4
VII. Provisions for Termination or Continuation of Coverage	5
VIII. Administration	5
IX. Participation by Associated Companies and Organizations	5
X. Modification and Termination of the Program	5
Appendix A — Eligible Employee Subsets of Participating Companies and Organizations	6

I. Purpose

Marathon Petroleum Company LP (Company) has established the Marathon Petroleum Wellness Program (Program), a health promotion program, to provide employees and their families with a variety of opportunities to improve health.

II. Classes of Membership and Eligibility

A. Employee Member

Employees who work on a Regular “full-time” or Regular “part-time” basis. For purposes of benefit eligibility, Regular “full-time” basis means the employee has a normal work schedule of at least 40 hours per week or at least 80 hours on a bi-weekly basis. Regular Part-time means the employee is a non-supervisory employee who is employed to work on a part-time basis (minimum 20 hours but less than 35 hours per week), and not on a time, special job completion or call-when-needed basis.

The following are specifically excluded from eligibility to participate in the Program:

1. Casual employees (including Co-ops and College Interns) and common law employees, who have not been designated by the Company as Regular employees who work on a full-time or part-time basis are excluded from eligibility to participate,
2. Specifically excluded from eligibility to participate in the Program are any Individuals who have signed an agreement, or have otherwise agreed to provide services to the Company as an independent contractor, regardless of the tax or other legal consequences of such an arrangement, and
3. Leased employees compensated through a leasing entity, whether or not the leased employee falls within the definition of “leased employee” as defined in Section 414(n) of the Internal Revenue Code.

B. Dependents

Eligible dependents are covered on the same date as that of the member or on the date such dependents are acquired, whichever is later. Eligible dependents are:

1. Spouse

The spouse of an Employee Member is an eligible dependent under the Program. Lawful spouse shall also include a common law spouse established under the laws of a state in which common law marriage is legal and for which the member can provide confirmation of such common law marriage as required in the Marathon Petroleum Affidavit of Common Law Marriage form.

2. Domestic Partner

The qualified domestic partner of an Employee Member is an eligible dependent under the Program. Employees must meet the requirements established in the Marathon Petroleum Affidavit of Domestic Partner Relationship form before the domestic partner can be an eligible dependent under the Program.

3. Children

Children, up to age 26, are eligible dependents under the Program, as follows:

- Natural children of the first degree,
- Legally adopted children, and children placed for adoption,
- Stepchildren,
- Children, whose parents are both deceased, and for whom you have legal custody as determined by a court of competent jurisdiction and whose permanent residence is with you,
- Children (up to age 26) of a qualified domestic partner, whom the employee has met the requirements established under the Marathon Petroleum Affidavit of Domestic Partner Relationship, and
- A dependent disabled child who has reached age 26 but is less than age 65 and is incapable of self-support due to a mental or physical disability if the child became disabled before reaching the age of 26.

Dependent child of a single employee means a child of an employee, who is not married nor has a domestic partner, and the child must be listed in the HR Data System.

From time to time you may be required to verify the eligibility of any dependent you have covered under the Program when requested by the Program or a claims administrator.

Article V lists the benefits available under the Wellness Program and the persons eligible to participate in each type of benefit program.

III. Effective Date of the Program

Employees and eligible dependents that have been recorded on the HR Data System are automatically enrolled on the first date of the employee's employment or when a dependent is acquired and added to the system; however, eligible dependents must be in the HR Data System to receive benefits. You may contact the Benefits Service Center to confirm or add dependents to the HR Data System by calling 888-421-2199 or emailing benefits@marathonpetroleum.com.

Transferring Among Eligible Employee Subsets

If you are employed by an employer within the controlled group to which MPC belongs, but not included in an eligible employee subset of participating companies and organizations, as identified in Appendix A, and then subsequently become an employee in an eligible employee subset during the program year, you will automatically be enrolled in the MPC Wellness Program effective the date of transfer.

IV. Contributions

The cost of the Wellness Program is paid entirely by the Company, except for fees which exceed the program reimbursement levels.

V. Benefit Coverage Under the Wellness Program

Wellness Program benefits are administered jointly by Marathon Petroleum Health Services and its partner, HealthFitness. The website used to access this program is www.mympcwellalways.com.

Benefits under the program include:

- Wellness Program Incentive
 - Employee Member, Spouse, Domestic Partner, Dependent Child of Single Employee
- HealthFitness Health Programs
 - Employee Member, Spouse, Domestic Partner

A. Wellness Program Incentive

The Wellness Program Incentive is designed to educate eligible members on the benefits of good health with their primary care provider (PCP). Your PCP can be a medical doctor, physician assistant, or nurse practitioner. The Wellness Program Incentive is an annual taxable \$250 incentive for employees and one annual taxable \$150 incentive for spouses, domestic partners, or one dependent child of a single employee following the completion of an annual preventative physical with a PCP. The annual preventative physical means the wellness visit made to your PCP to discuss your health.

This amount will be paid once the Company is notified that the employee, spouse, domestic partner, and/or one dependent child of a single employee has successfully completed the annual preventative physical with their PCP. Payments for the employee, spouse, domestic partner, and/or one dependent child of a single employee will be made through Marathon Petroleum Payroll and be subject to the employee's normal payroll taxes.

The following documentation is required to receive the Wellness Program incentive:

1. A preventative physical form must be completed by your PCP and you must submit to Health Services using the "Upload Preventative Physical Form" link on the Well ALL Ways MPC Connect site. Employee, spouse, domestic partner, and dependent child forms are available on www.mympcwellalways.com.
2. An explanation of benefits (EOB) from your insurance company for the PCP visit must also be submitted to Health Services using the "Upload Preventative Physical Form" link on the Well ALL Ways MPC Connect site.

Incentive requests for spouses, qualified domestic partners or dependent child of a single-parent employee must be submitted by the employee using the same website link.

B. HealthFitness Health Programs

Online Health Assessment

- The Online Health Assessment is designed to educate eligible members on the benefits of good health. The website www.mympcwellallways.com links the individual to a questionnaire that obtains general information about an individual's health and life style. It then uses this information to evaluate the person's current health status and to make recommendations for improvement by providing an invitation for participation in HealthFitness' online programs. The health assessment is required for HealthFitness programs.

HealthFitness Challenges/Activities

- Challenges and activities offered throughout the year that provide information about a specific health topic and guides employees in setting reasonable goals that lead to improved health. Employee, spouse, and domestic partner members can earn points for health and fitness-related activities which will be tracked and entered in a quarterly raffle for gift card prizes.

Healthy Activity Points Program

- Employee, spouse, and domestic partner members will be able to earn points (quarterly goal is 250 points) for completing various healthy activities throughout the program year in the HealthFitness portal. Activities eligible for this program are listed on www.mympcwellallways.com.

Health Advisor

- This free service offers personal guidance from a Health Advisor to help you understand your assessment results and what programs are available to help you address current health risks.

Lifestyle Coaching

- If you qualify based on the results of your health assessment, you will have access to your own confidential HealthFitness lifestyle coach who can provide personalized guidance through a series of phone calls or online interactions to help you reach your health goals, such as losing weight, increasing physical activity or managing stress.

Tobacco Cessation

- Coverage is provided at no cost through the tobacco cessation program. Further information can be found on the Well All Ways web site, www.mympcwellallways.com, or by calling HealthFitness at 1-800-851-5951, option 2.

VI. Limitations

No benefits are payable from the Wellness Program for or in connection with:

1. Physical examinations or preventative screening tests (other than the Wellness Program Incentive described in Article V above).
2. Expenses covered by another group plan to which the Company contributes.
3. Expenses related to health and fitness-related activities which are tracked through HealthFitness.

VII. Provisions for Termination or Continuation of Coverage

Coverage for employees and their dependents terminates when they cease to be a Regular employee who works on a full-time or part-time basis for any reason or due to certain Leaves of Absence, as discussed below. Coverage will also terminate if the Program is terminated by the Company.

Coverage for employees and their dependents will be continued for three months if the employee is temporarily laid off. If on an approved leave (other than a Military Leave), coverage for employees and their dependents continue for up to two years to the extent the employee is eligible for Company contributions to a Company-provided health plan. If an employee is granted a Military Leave, coverage continues while receiving pay offset.

VIII. Administration

Marathon Petroleum Health Services coordinates administration of the Wellness Program. For program information contact Health Services at 1-866-808-5706 or by mail at Health Services, Marathon Petroleum Company LP, Room 993-M, 539 South Main Street, Findlay, OH 45840.

IX. Participation by Associated Companies and Organizations

Upon specific authorization and subject to such terms and conditions as it may establish, Marathon Petroleum Company LP may permit subsidiaries and affiliated organizations to participate in this Program. Currently, these participating companies include Marathon Petroleum Company LP, Marathon Petroleum Corporation, Marathon Petroleum Service Company, Marathon Petroleum Logistics Services, Marathon Refining Logistics Services LLC, Speedway LLC, Speedway Prepaid Card LLC, and MW Logistics Services LLC. Employee eligibility within these participating companies may be limited to certain employee subsets, as identified in Appendix A. In addition, eligible subsets of employees must satisfy all eligibility provisions otherwise provided by this Program.

The term “Company” and other similar words shall include Marathon Petroleum Company LP and such affiliated organizations. The term “employee” and other similar words shall include any eligible employee of these companies.

X. Modification and Termination of the Program

The Company reserves the right to modify or terminate this Program, in whole or in part, in such manner as it shall determine, either alone or in conjunction with other plans or programs of the Company. Modifications or termination can be applied, at the sole discretion of the Company, to any or all members.

Appendix A

Eligible Employee Subsets of Participating Companies and Organizations

- Marathon Petroleum Corporation
 - Regular employees
- Marathon Petroleum Company LP
 - Regular employees
- Marathon Petroleum Logistics Services LLC
 - Regular employees
- Marathon Petroleum Service Company
 - Regular employees
- Speedway LLC
 - Regular employees in Salary Grades 12 and Above
- Speedway Prepaid Card LLC
 - Regular employees in Salary Grades 12 and Above
- MW Logistics Services LLC
 - Regular employees
- Marathon Refining Logistics Services LLC
 - Regular employees