

Frequently Asked Questions

Andeavor 401(k) Plan Merger



Q. Why is the Andeavor 401(k) Plan being merged into the MP Thrift Plan and Speedway RSSP?

As part of ongoing integration activities, the Andeavor 401(k) Plan is being merged with Marathon's plans to support a more streamlined and consistent employee experience and more efficient administration going forward.

Q. Can I opt out of the plan merger? What if I like investment options in the Andeavor 401(k) Plan that are not available in the MP Thrift Plan or Speedway RSSP?

The plan merger is not optional – your existing assets/balance and any outstanding loans will be transferred on May 1. You do not need to take any action to be included in the plan merger.

There is some overlap and some difference in the specific investment options available in each plan; however, generally speaking, the same categories of investment options are available. The materials sent to you by Fidelity on April 3 explain in detail how investment options in the Andeavor 401(k) Plan will map to investment options in the MP Thrift Plan or Speedway RSSP for transfer purposes.

Q. How will the plan merger affect the contribution and investment elections I've set up in the MP Thrift Plan or Speedway RSSP?

The plan merger will not impact contribution and/or investment elections you've made in the MP Thrift Plan or Speedway RSSP. Your current elections for these plans will continue as designated unless you change them through Fidelity's [Net Benefits](#) website or by calling Fidelity.

Contribution elections in your Andeavor 401(k) Plan will not be transferred. Your Andeavor 401(k) Plan assets/balance will be mapped and transferred to investment options in the MP Thrift Plan or Speedway RSSP as outlined in the materials provided to you by Fidelity on April 3.

Q. How soon will I have access to make changes to my combined investments (re-balance, transfer, etc.) after the plan merger?

You will have access to make changes to your combined investments immediately following the plan merger on May 1.

Q. I have an Andeavor 401(k) Plan balance, but I'm not enrolled in either the MP Thrift Plan or Speedway RSSP. What will happen to my Andeavor 401(k) Plan assets/balance?

Even if you are not enrolled in the MP Thrift Plan or Speedway RSSP, you have an existing account with a \$0 balance in one of these plans, depending on which organization you are aligned to. On May 1, your Andeavor 401(k) Plan assets/balance will be transferred to this existing account. You do not need to enroll or have an active contribution election in order for the transfer to occur.

Q. Will my beneficiaries be transferred?

It depends. If you have not designated beneficiaries for your MP Thrift Plan or Speedway RSSP, your Andeavor 401(k) Plan beneficiaries will be transferred. If you have designated beneficiaries in both the Andeavor 401(k) Plan and your new plan, your most recent beneficiary designation

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will apply following the plan merger. You are encouraged to review and confirm your beneficiary information on May 1 to ensure your current preferences are reflected.

Q. After the plan merger, will I be vested in my Andeavor Plan assets/balance if I'm currently not?

No. The plan merger has no impact on vesting schedules for any account balances. The vesting schedule for any unvested portion of your Andeavor 401(k) Plan balance will still apply after the plan merger, and you must continue to earn vesting service in order to become vested in this portion of your combined plan balance.

Q. What will happen to my outstanding loan balance?

Your outstanding loan balance will be transferred to the MP Thrift Plan or Speedway RSSP, and loan payments will continue to be deducted from your paycheck without interruption.

Q. When can I request a new loan using my combined plan balance?

You will be able to request a loan from the MP Thrift Plan or Speedway RSSP that includes your eligible former Andeavor 401(k) Plan assets/balance beginning May 1, 2019, subject to your new plan's limits on the number of loans and the amount available.

Q. Will my Andeavor 401(k) Plan still be merged with one of Marathon's plans if I'm leaving the company?

Yes, the plan merger will take place at the same time for both current and former employees, though former employees may have additional options for their plan assets/balance both before and after the merger. You can contact Fidelity at 1-866-602-0595 for more information.