

## Thrift Plan Frequently Asked Questions

Find answers to commonly asked questions regarding plan limits, catch-up contributions, plan distributions and loans and more below. If you have questions not included in the FAQs, contact Fidelity Investments at 1-866-602-0595 or [www.netbenefits.com/marathonpetroleum](http://www.netbenefits.com/marathonpetroleum).

### **Are there year-end deadlines for requesting a Thrift Plan distribution or loan?**

A Thrift Plan withdrawal may be requested at any time. However, due to the settlement period involved, any Thrift Plan distribution requests involving Marathon Petroleum Corporation or Marathon Oil Corporation stock which are initiated after 4:00 PM ET on December 28, 2020, will be a 2021 distribution for income tax purposes. If an account includes stock, even if the particular transaction excludes stock, distribution requests initiated after 4:00 PM ET on December 30, 2020, will be taxable in 2021. If the account does not include stock, distribution requests initiated after 4:00 PM ET on December 31, 2020, will be taxable in 2021. Since loans are not a taxable event, they are not impacted by any year-end deadlines.

### **How much will I be able to contribute to the Thrift Plan in 2021?**

The contribution limits for 2021 are as follows:

Marathon Petroleum Thrift Plan		
	2020	2021
Maximum Contribution Percentage <b>(excluding catch-up contributions)</b>	<ul style="list-style-type: none"> <li>• 75% all deferrals combined, up to dollar limit (Pre-Tax, Roth, After-Tax, Catch-Up &amp; Roth Catch-Up);</li> <li>• After-Tax limited up to 2% by employees above the IRS-defined wage threshold*</li> </ul>	No Change
Dollar Limit <b>(excluding catch-up contributions)</b>	<ul style="list-style-type: none"> <li>• \$57,000 total</li> <li>• \$19,500 Pre-Tax &amp; Roth Combined</li> </ul>	<ul style="list-style-type: none"> <li>• \$58,000 total</li> <li>• \$19,500 Pre-Tax &amp; Roth Combined</li> </ul>
Catch-Up Contributions Maximum Percentage <b>(in addition to the above contribution percentages)</b>	75% up to dollar limit	No Change
Catch-Up Contribution Limit <b>(in addition to the above dollar limits)</b>	\$6,500	No Change
Maximum Compensation Recognized under the Thrift Plan	\$285,000	\$290,000

\*If you earn \$130,000 or more in 2020, After-Tax contributions will be limited to a 2% election. **Any After-Tax elections above 2% as of January 1, 2021, will be reset to 2%.**

### **What happens on January 1, 2021, if I reached the Pre-Tax/Roth dollar limit in 2020?**

If you reached the \$19,500 combined Pre-Tax and Roth contribution limit in 2020, your elected Pre-Tax and Roth contribution percentages were stopped. Beginning your first paycheck in 2021:

- If you are below the IRS-defined wage threshold, your elected contributions currently reflected in Fidelity's system will continue into 2021, unless you contact Fidelity to make a new election.
- If you are above the IRS-defined wage threshold, your Pre-Tax and Roth contribution percentages will resume (unless a new election is made). However, your After-Tax contribution percentage will be limited to a 2% contribution election.

### **What happens if I reach the Pre-Tax/Roth limit in 2021?**

If you reach the \$19,500 combined Pre-Tax and Roth contribution limit, your elected Pre-Tax and/or Roth contribution percentage(s) will stop.

- If you are below the IRS-defined wage threshold and would like to switch your contributions to an After-Tax basis, you must contact Fidelity to change your contribution election.
- If you are above the IRS-defined wage threshold, your Pre-Tax and/or Roth contributions will stop. If you would like to switch your contributions to up to a 2% After-Tax contribution election, you must contact Fidelity to change your contribution election.

### **Will I receive the full company match on my annual eligible pay if my contributions stop during the year due to reaching an IRS limit?**

An annual true-up process will ensure that employees who contributed at the required level on an annualized basis receive the full company match. The true-up calculation considers your total compensation for the year, your contributions that were eligible for the match and the match that you received on a pay-by-pay basis. If there was a shortfall between the match you received on a pay-by-pay basis during the year and the full match due on an annualized basis, an additional employer contribution (the true-up) will make-up the difference. If employees contribute a total of 6% of their eligible pay during the year, they will receive their full 7% company match.

### **Am I eligible to make catch-up contributions in 2021?**

As shown earlier, utilizing catch-up contributions will allow you to contribute up to \$26,000 in 2021 on a combined Pre-Tax and Roth basis, rather than the \$19,500 generally permitted by IRS regulations. These catch-up contributions are made on a Pre-Tax or Roth basis from your paycheck and are not considered when determining your limits on how much you can otherwise contribute to the Plan. If you are age 50 or will reach age 50 in 2021, you can make catch-up contributions effective January 1, 2021, of up to 75% of your compensation (up to the 2020 maximum of \$6,500). A separate election is required so you must contact Fidelity to make a Catch-Up contribution election.

Catch-up contribution elections apply concurrently to all other Pre-Tax, Roth, and/or After-Tax contribution elections. (For example, if you have a 6% Pre-Tax election and a 2% Pre-Tax Catch-Up contribution election, both contributions, a combined 8%, will be deducted from each paycheck until you reach either/both IRS limits, \$19,500 and \$6,500 respectively.) Your catch-up contributions will be invested in the same manner as your Pre-Tax or Roth basic

contributions. If an investment election is not made, the contributions are invested in the Plan's default fund, the **FIAM Target Date Income Commingled Pool Funds**. These investment elections can be changed at any time by contacting Fidelity.

Note: When making a catch-up contribution election, please consider the monies already being withheld from your check so that the ability to continue those withholdings will not be jeopardized as a result of your catch-up contribution election. Catch-up contributions will be limited to amounts remaining after all other required withholdings from wages, such as federal income taxes, payroll tax withholdings, benefit premiums, etc.

**What happens on January 1, 2021, if I had reached the catch-up dollar limit in 2020?**

If you reached the \$6,500 catch-up contribution limit in 2020, catch-up contributions ceased at that time. Similar to Pre-Tax and Roth contributions, beginning your first paycheck in 2021, your elected catch-up contribution percentage will resume unless a new election is made.

**Can I initiate an In-Plan Conversion of my After-Tax contributions to Roth contributions?**

While a Roth In-Plan conversion has been an option within our plan for several years, beginning January 1, 2020, a new feature was added allowing the ability to elect the automatic conversion of After-Tax contributions to Roth contributions within the plan. In order to enroll in this feature, you must call Fidelity Investments at 1-866-602-0595 and ask to enroll in the automatic in-plan conversion of After-Tax contributions to Roth contributions. Upon enrolling, you will be encouraged to have a \$0.00 balance in your After-Tax source. The Fidelity representative can explain the available options. From that point forward, any payroll-deducted After-Tax contributions deposited to your Thrift Plan account will be immediately converted to Roth contributions, eliminating any opportunity for earnings on your After-Tax contributions (and, therefore, no additional tax consequence) and placed into the Roth In-Plan Conversion source within your account. The contributions converted from After-Tax to Roth within the Thrift Plan have no impact on the annual IRS limits on Pre-Tax/Roth contributions, so you are still able to make payroll-deducted contributions up to \$19,500 on a Pre-Tax/Roth basis during 2021.

**How can I make a change to my elected payroll contributions?**

To make payroll contribution changes, or for more information regarding the Thrift Plan, contact Fidelity Investments at 1-866-602-0595 or [www.netbenefits.com/marathonpetroleum](http://www.netbenefits.com/marathonpetroleum).