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# 2024 LGBTQ+ Benefits Guide

[www.myMPCbenefits.com](http://www.myMPCbenefits.com)





At Marathon Petroleum (MPC), we're committed to fostering diversity, equity and inclusion in the workplace and proudly offer benefits that support the well-being of our employees and their families.

**The LGBTQ+ Benefits Guide is designed to highlight and summarize benefits and coverage for our LGBTQ+ employees and their family members.**

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## Eligibility

The benefits listed in the guide are applicable to employees, spouses and domestic partners. Spouses include both same sex and opposite sex partners who are married. Domestic partners, for purposes of MPC benefits coverage, are defined as an exclusive partner (similar to that of a legally recognized marriage with a partner of the same sex or the opposite sex) with whom you share financial responsibility and the same residence for at least one year.

LGBTQ+ children and young adult dependents of employees also are eligible for the services listed in this benefit guide, as applicable (enrollment is required for certain programs).

Supporting documentation is required for spouses and domestic partners, and coverage must be approved. Per IRS requirements, imputed income will be applied for domestic partners and children of domestic partners who do not qualify as tax dependents.

## Health and Welfare

- [Health](#), [Dental](#) and [Vision](#) – Domestic partners and children of domestic partners are eligible for coverage in the health (includes prescriptions), dental and vision plans.
  - Health Plan coverage includes services for gender affirming surgery and treatment options for gender dysphoria.
  - HIV screening is a preventive service covered by the company’s Health Plan with no cost to covered members, and HIV treatment is covered.
  - Prescription coverage is available for PrEP when enrolled in an MPC Health Plan.
- [Employee Assistance Program \(EAP\)](#) – Members of an employee’s household, including domestic partners and children of domestic partners, are eligible for 10 free counseling sessions per year, per person, per issue and other support.
- [Wellness Program](#) – Domestic partners can participate in the Wellness Program and are eligible to earn a \$200 wellness incentive if they are enrolled in the MPC Health Plan and complete an annual preventive exam.
- [COBRA](#) – MPC offers the continuation of certain benefits when coverage is lost as a result of certain events, such as separation of employment or loss of dependent status, including domestic partners and children of domestic partners.



## Family Formation

- [Adoption Assistance Plan](#) – MPC provides employees reimbursement of adoption-related expenses up to \$20,000 (lifetime maximum); \$10,000 (maximum per adoption). For purposes of the lifetime maximum amount of \$20,000, a spouse or Domestic Partner each employed by a Participating Company shall be recognized as having received the same adoption assistance reimbursement amount.
- [Surrogacy Assistance Program](#) – MPC provides employees reimbursement of surrogacy-related expenses up to \$20,000 (lifetime maximum). For purposes of the lifetime maximum amount of \$20,000, a spouse or Domestic Partner each employed by a Participating Company shall be recognized as having the same surrogacy assistance reimbursement amount.
- [Additional Family Formation Benefits](#) – MPC Health Plan’s Classic and Saver HSA options provide a lifetime maximum of 3 cycles of fertility treatments for either IVF or AI, and does not require a diagnosis of infertility, for covered members.

## Time Off Programs

- [Bereavement Leave](#) – MPC provides 3 days of paid leave to employees for absences related to the death of immediate family members, which include domestic partners, children of domestic partners and certain relatives of domestic partners.
- [Family Leave/FMLA](#) – MPC provides unpaid time off for longer durations to care for family members, including domestic partners and children of domestic partners.
- [Paid Sick Leave](#) – MPC provides 7 days of paid leave each calendar year for a brief illness, routine health care and/or to meet specific needs for qualifying members or other close personal relations, including domestic partners and children of domestic partners.
- [Paid Parental Leave](#) – MPC provides a paid parental leave program for birthing parents that includes 10 weeks at 100% pay for natural birth and 12 weeks at 100% pay for cesarean birth, as well as 4 weeks at 100% pay for employees who are non-birthing parents, including adoption and foster placement.

## Thrift & Retirement

- [Retirement Plan \(Pension\)](#) – Employees can designate a domestic partner as a beneficiary.
- [Thrift Plan \(401\(k\)\)](#) – Employees can designate a domestic partner as a beneficiary.

## Life and Accident Insurance

- [Life](#) – Optional coverage is available for domestic partners and children of domestic partners.
  - Employees can elect up to \$100,000 in domestic partner coverage and up to \$30,000 in coverage for each child of a domestic partner.
- [Accidental Death & Dismemberment](#) – Optional coverage is available for domestic partners and children of domestic partners.
  - Employees can elect up to \$250,000 in domestic partner coverage and up to \$30,000 in coverage for each child of a domestic partner.

## Additional Benefits

- [MetLife Legal Plan](#) – Provides personal legal services for eligible employees, their spouse or domestic partner and children of their domestic partner.
- [Scholars Program](#) – MPC awards scholarships to eligible high school seniors of employees (children, including legally adopted children, step-children and children under legal guardianship if both parents are deceased). Subject to application process and selection.
- [Relocation Assistance](#) – MPC partners with a career assistance firm to provide an accompanying spouse or domestic partner with the necessary tools to conduct a successful job search at the new location.
  - [New Experienced Employees Relocation Guide](#)
  - [Transferred Exempt Employees Relocation Guide](#)



For more information, visit [www.myMPCbenefits.com](http://www.myMPCbenefits.com) or speak to an MPC benefits counselor Monday – Friday from 8 a.m. to 5 p.m. ET at 1-888-421-2199 option 1, then option 3.



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*The Company's policies, plans, practices and procedures may be amended, terminated or changed at any time at the sole discretion of the Company. If that should occur, the material in this document will be superseded and the provisions of the official plan documents will be followed. If there are discrepancies between this document and the official plan documents, the official plan documents will always govern.*

*These benefits and programs are applicable to eligible Marathon Petroleum employees. Please refer to the Plan document for each benefit, available on [www.myMPCbenefits.com](http://www.myMPCbenefits.com), for additional information and detailed plan provisions. If this booklet is incomplete, or if there are any inconsistencies between the information provided here and the official plan documents, the provisions of the official plan documents will govern. Marathon Petroleum reserves the right to amend or discontinue any or all parts of any plan at any time and for any reason.*

*Benefit changes for union represented employees shall be made in accordance with Plan documents and provisions of the applicable collective bargaining agreements. For more information, please contact your Human Resources Business Partner.*