

# 2024 MPC Benefits at a Glance

## Medical Premiums and Deductibles

### CLASSIC OPTION



**HIGHER** monthly premiums



**LOWER** deductibles and out-of-pocket maximums

The Health Plan starts paying coinsurance when each covered family member meets the individual deductible, or any combination of covered family Members meet the family deductible. A Flexible Spending Account (FSA) is available with this option.

Employee only | Premium **\$136.60**/monthly | Deductible **\$600**  
(More coverage levels available.)

### SAVER HSA OPTION



**LOWER** monthly premiums



**HIGHER** deductibles and out-of-pocket maximums

The Health Plan starts paying coinsurance once any combination of covered family members reaches the annual deductible. A Limited Purpose FSA and Health Savings Account (HSA) is available with this option, including a company contribution.

Employee only | Premium **\$84.90**/monthly | Deductible **\$1,600**  
(More coverage levels available.)

#### VISION

Annual eye exam with a benefit to purchase contacts or glasses.

#### SHORT-TERM DISABILITY AND LONG-TERM DISABILITY

Company-paid coverage to help replace a portion of your income if you are unable to work.

#### DENTAL

Two preventative visits annually with basic, major and orthodontia services covered.

#### LIFE INSURANCE

Company-paid Basic Life, AD&D and OAD with optional life and AD&D available for employee, spouse and child.

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## Holidays

**10 paid holidays**  
at most locations.



## Vacation Time

Up to **six weeks**  
paid time off.



## Thrift Plan

Marathon Petroleum  
offers a **\$1.17 to \$1.00**  
**match** on employee  
contributions up to  
6% of your pay.



## Sick leave

**Paid** sick leave.



## Retirement Plan

A completely  
**company-funded**  
pension account.



## Paid Parental Leave

Birthing parent  
receives **10 weeks**  
for natural birth; **12**  
**weeks** for cesarean.  
Non-birthing parent  
receives **4 weeks**.



## Adoption and Surrogacy Assistance Programs

Help paying for  
**adoption** and  
**surrogacy** expenses.



## MetLife Legal Plan

Optional coverage  
for legal assistance  
through **MetLife**.



## Employee Giving Program

**Employee**  
**donations** to eligible  
organizations are  
matched by the  
Company.



## Employee Assistance Program

The Employee Assistance  
Program offers **free**  
**counseling**, identity  
protection and more.



## Educational Reimbursement

**Financial assistance**  
for approved degree  
programs and  
certifications and  
licensing.



## Marathon Scholars Program

College  
**scholarships**  
for children of  
employees.

