

# **Marathon Petroleum Wellness Program**

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January 1, 2020**



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## I. Purpose

Marathon Petroleum Company LP (Company) has established the Marathon Petroleum Wellness Program (Wellness Program or 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 are Employee Members under the Program. 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 basis" 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 types of employees and service providers 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;
2. 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 under the Program 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

An Employee Member's spouse who is enrolled in the Marathon Petroleum Health, Dental, and/or Vision Plan is an eligible dependent. 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 Common Law Marriage Certification form.

#### 2. Domestic Partner

An Employee Member's domestic partner who is enrolled in the Marathon Petroleum Health, Dental and/or Vision Plan is an eligible dependent. Employees must meet the requirements established in the Marathon Petroleum Domestic Partner Certification form before the domestic partner can be an eligible dependent under the Program.

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.

### **III. Effective Date of Participation in the Program**

Eligible employees and eligible dependents are automatically enrolled during the period of enrollment in the Marathon Petroleum Health Plan. Employees may contact Benefitsolver to confirm or add dependents at 1-844-408-2575 or [www.myMPCbenefits.com/mybenefits](http://www.myMPCbenefits.com/mybenefits).

### **IV. Contributions**

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

### **V. Benefit Coverage Under the Wellness Program**

Wellness Program benefits are administered jointly by Marathon Petroleum Corporate Health Services and its Wellness vendor partner. The website used to access this program is [www.mympcwellallways.com](http://www.mympcwellallways.com).

Benefits under the program include:

- Wellness Program Incentive
  - Employee Member and eligible spouse or domestic partner; and
- Wellness Vendor Health Programs
  - Employee Member and eligible spouse or domestic partner.

#### **A. Wellness Program Incentive**

The Wellness Program Incentive is designed to educate eligible members on the benefits of good health by their primary care provider (PCP). The Wellness Program Incentive is an annual taxable \$400 incentive for an Employee Member and one annual taxable \$200 incentive for a spouse or domestic partner following the completion of an annual preventative physical in accordance with USPSTF guidelines with a PCP and an Employee Member's Online Health Assessment. The annual preventative physical means the wellness visit made to your PCP to discuss your health. Primary Care Providers include physicians, nurse practitioners or physician assistants who practice in family medicine or certain medical specialties such as OBGYN, Cardiologist, or Endocrinologist. Medical examinations done at any MPC work locations do not qualify for this incentive.

If an employee and their spouse or domestic partner are each employed with a participating company, as specified in Section IX, each will earn an annual taxable \$400 incentive for meeting the Employee Member incentive requirements.

This amount will be paid once the Company is notified that the Employee Member or eligible spouse or domestic partner has successfully completed the annual preventative physical with their PCP. The Employee Member, in addition, must complete an Online Health Assessment. Payment to the Employee Member, or with respect to an eligible spouse or domestic partner will be made through Marathon Petroleum Payroll and will be subject to the Employee Member's applicable payroll tax withholding.

The following is required to receive the Wellness Program Incentive:

1. A preventative physical form must be completed by your PCP. This form is available on [www.mympcwellallways.com](http://www.mympcwellallways.com), and [www.mympcbenefits.com](http://www.mympcbenefits.com). The form will be submitted by each participant. Submission instructions can be found on [www.mympcwellallways.com](http://www.mympcwellallways.com).

Corporate Health Services will receive notification from the Wellness vendor of completed Online Health Assessments.

## **B. External Wellness Vendor 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](http://www.mympcwellallways.com) links the eligible member to a questionnaire that obtains general information about the individual's health and life style. It then uses this information to evaluate the individual's current health status and to make recommendations for improvement by providing an invitation for participation in online programs. Completion of the health assessment is required for Wellness participation in various health activity programs and for Employee Members to qualify for the Wellness Program Incentive.

### 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 Members and spouse and domestic partner members can earn points for health and fitness-related activities which will be tracked and entered into raffles for gift card prizes.

### Healthy Activity Points Program

- Employee Members and spouse and domestic partner members can earn points for completing various healthy activities throughout the program year in the Wellness vendor portal. Activities eligible for this program are listed on [mympcwellallways.com](http://mympcwellallways.com).

### Lifestyle Coaching

- Members who qualify based on the results of the online health assessment, will have access to a confidential lifestyle coach who can provide personalized guidance through a series of phone calls or online interactions to help obtain 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 website, [www.mympcwellallways.com](http://www.mympcwellallways.com).

## 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; and
3. Expenses related to health and fitness-related activities which are tracked through the Wellness vendor.

## VII. Provisions for Termination or Continuation of Coverage

Coverage for Employee Members and eligible spouses or domestic partners terminates when the Employee Member ceases 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 or is no longer enrolled in the Marathon Petroleum Health Plan. Coverage will also terminate if the Program is terminated by the Company.

Coverage for Employee Members and eligible spouses or domestic partners will be continued for three months if the Employee Member is temporarily laid off. If on an approved leave (other than a Military Leave), coverage for Employee Members and eligible spouses or domestic partners will continue for up to two years to the extent the Employee Member is enrolled in the Marathon Petroleum Health Plan. If an Employee Member is granted a Military Leave, coverage continues while enrolled in the Marathon Petroleum Health Plan.

## VIII. Administration

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

## IX. Participation by Affiliates

Upon specific authorization and subject to such terms and conditions as it may establish, Marathon Petroleum Company LP may permit subsidiaries and affiliated companies to participate in the Program. Currently, these participating companies include Marathon Petroleum Service Company, Marathon Petroleum Logistics Services, Marathon Refining Logistics Services LLC, and Treasure Card Company LLC.

For purposes of the Program: (i) the term “Company” and other similar terms means Marathon Petroleum Company LP and, where the context requires, such participating affiliates; and (ii) the term “Employee” and other similar terms mean an eligible employee of Marathon Petroleum Company LP, and, where the context requires, an eligible employee of a participating affiliate.



### **X. Modification and Termination of the Program**

The Company reserves the right to modify or terminate the Program, in whole or in part, in such manner, as it shall determine, either alone or in conjunction with other plans of the Company. Modification or termination of the Program may be made by the Company for any reason.