

MARATHON OIL COMPANY BENEFIT CHANGE FORM FOR EMPLOYEES

Date Received by Company _____
Employee Number of Company Rep. _____
Name of Company Rep. _____

Employee Name _____ Employee Number _____

Daytime Phone Number () _____

If your spouse or domestic partner is a Marathon Oil Company employee or retiree, provide their Name and Employee Number below.

Name _____ Employee Number _____

Benefit Changes can only be made in accordance with Plan rules and IRS regulations. Submit changes to the Benefits Department within 31 days of a qualifying event. Examples of a Qualifying Event: Marriage, Birth, Adoption, Divorce, Death, Dependent No Longer Eligible, Loss of Other Employer Coverage

Refer to the "Affirmation for Eligible Dependents" portion of this form (Section 3) for the definition of children who are eligible for coverage in the plans.

DENTAL PLAN

- WAIVE
 ENROLL
 CHANGE
 NO CHANGE

EVENT
 Change in Family/Employment Status Qualifying Event _____ Event Date _____

COVERAGE CATEGORY	<input type="checkbox"/> Employee Only <input type="checkbox"/> Employee & Domestic Partner ¹	<input type="checkbox"/> Employee & Spouse <input type="checkbox"/> Employee & Domestic Partner ¹ & Children	<input type="checkbox"/> Employee & Child(ren) <input type="checkbox"/> Employee & Children of Domestic Partner ¹	<input type="checkbox"/> Employee & Family
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HEALTH PLAN

- WAIVE
 ENROLL
 CHANGE
 NO CHANGE

EVENTS
 Change in Location (Out of Area or CIGNA Int'l only). . . Date of Address Change _____
 Change in Family/Employment Status Qualifying Event _____ Event Date _____

COVERAGE CATEGORY	<input type="checkbox"/> Employee Only <input type="checkbox"/> Employee & Domestic Partner ¹	<input type="checkbox"/> Employee & Spouse <input type="checkbox"/> Employee & Domestic Partner ¹ & Children	<input type="checkbox"/> Employee & Child(ren) <input type="checkbox"/> Employee & Children of Domestic Partner ¹	<input type="checkbox"/> Employee & Family
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OPTION (Select one)

Traditional Plan Option - UnitedHealthcare
 Health Investment Plan Value Option - UnitedHealthcare
 Health Investment Plan Option Plus Option- UnitedHealthcare
 CIGNA International Health and Dental (Available to "Designated International" employees)

FOR ANY EMPLOYEE AND/OR DEPENDENT ELIGIBLE FOR MEDICARE DUE TO DISABILITY (and for whom Medicare is Primary)
 Medicare Supplement for: Employee Spouse Domestic Partner¹

NOTE: Attach photocopy of both sides of the Medicare ID card. If Medicare is in combination with other Marathon Oil Company Health Plan coverage, explain below:

¹ Completion of the Marathon Oil Company Affidavit of Domestic Partner Relationship is required for benefit enrollment of a domestic partner. The form can be found at www.MRObenefits.com.

VISION PLAN

WAIVE ENROLL CHANGE NO CHANGE

EVENTS

Change in Family/Employment Status Qualifying Event _____ Event Date _____

COVERAGE Employee Only Employee & Spouse Employee & Child(ren) Employee & Family
 CATEGORY Employee & Domestic Partner¹ Employee & Domestic Partner¹ & Children Employee & Children of Domestic Partner¹

ACCIDENTAL DEATH & DISMEMBERMENT INSURANCE PLAN (AD&D)

WAIVE ENROLL CHANGE NO CHANGE

EVENT

Change in Family/Employment Status Qualifying Event _____ Event Date _____

COVERAGE Employee Only Employee & Spouse² Employee & Child(ren)² Employee & Family²
 CATEGORY

AMOUNT OF COVERAGE \$_____,000 (Increments of \$10,000 up to \$100,000; or \$150,000, \$200,000 or \$250,000)

CONTRIBUTORY LIFE INSURANCE PLAN (For coverage in addition to Company-paid life insurance of two times pay.)

WAIVE ENROLL CHANGE (See "EVENTS" below) NO CHANGE

- Employee (All dependent life insurance will be terminated)
- Spouse²
- Children²
- Employee (Initial enrollment is 1X pay)
- Spouse² (Eligible if employee is enrolled in Optional Contributory Life Insurance)
- Children² (Eligible if employee is enrolled in Optional Contributory Life Insurance)

EVENTS

1. Employees may increase one times covered compensation per year (up to 6X pay).
2. Spouse coverage may increase one \$10,000 increment each year (up to \$100,000 max).
3. Coverage may decrease any number of levels each year.

- Change in Family Status (Additional rules may apply)
 - Marriage (Initial enrollment can be from \$10,000 to \$50,000) Date _____
 - Birth/Adoption (You may enroll but may not change the coverage amount if other children are previously covered). Date _____

COVERAGE LEVELS

Employee	<input type="checkbox"/> 1X pay	<input type="checkbox"/> 2X pay	<input type="checkbox"/> 3X pay	<input type="checkbox"/> 4X pay	<input type="checkbox"/> 5X pay	<input type="checkbox"/> 6X pay					
Children (Each)	<input type="checkbox"/> \$10,000	<input type="checkbox"/> \$20,000	<input type="checkbox"/> \$30,000								
Spouse	<input type="checkbox"/> \$10,000	<input type="checkbox"/> \$20,000	<input type="checkbox"/> \$30,000	<input type="checkbox"/> \$40,000	<input type="checkbox"/> \$50,000 <small>Maximum Initial Enrollment</small>	<input type="checkbox"/> \$60,000 <small>(if previous coverage was \$50,000)</small>	<input type="checkbox"/> \$70,000 <small>(if previous coverage was \$60,000)</small>	<input type="checkbox"/> \$80,000 <small>(if previous coverage was \$70,000)</small>	<input type="checkbox"/> \$90,000 <small>(if previous coverage was \$80,000)</small>	<input type="checkbox"/> \$100,000 <small>(if previous coverage was \$90,000)</small>	

LONG-TERM DISABILITY PLAN

Late Enrollment. (if you are not already enrolled)

¹ Completion of the Marathon Oil Company Affidavit of Domestic Partner Relationship is required for benefit enrollment of a non-spouse domestic partner. The form can be found at www.MRObenefits.com.

² Changes to Spouse and/or Dependent AD&D and Life Insurance will be effective the later of the date of the event or the date the form is received by the Company.

FLEXIBLE SPENDING ACCOUNTS

Dependent Care Spending Account change: Increase Election \$ _____ New Annual Amount
 Decrease Election
 No Change \$ _____ New Annual Amount

Qualifying Event _____ Date of Event _____

Health Care Spending Account change: Increase Election \$ _____ New Annual Amount
 Decrease Election
 No Change \$ _____ New Annual Amount

Qualifying Event _____ Date of Event _____

Limited Health Care Spending Account change: (HIP Members) Increase Election \$ _____ New Annual Amount
 Decrease Election
 No Change \$ _____ New Annual Amount

Qualifying Event _____ Date of Event _____

Health Savings Account (HSA) change: (HIP Members) Increase Election \$ _____ New Annual Amount
 Decrease Election
 No Change \$ _____ New Annual Amount

Qualifying Event _____ Date of Event _____

DEPENDENT PARTICIPATION³

DENTAL		HEALTH		VISION		AD&D ²		LIFE INS. ²		Name	Relationship	Event*	Event Date
Add	Drop	Add	Drop	Add	Drop	Add	Drop	Add	Drop				
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	_____	_____	_____	_____
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	_____	_____	_____	_____
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	_____	_____	_____	_____
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	_____	_____	_____	_____
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	_____	_____	_____	_____
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	_____	_____	_____	_____

*Event Examples: Marriage, Birth, Adoption, Divorce, Death, Dependent No Longer Eligible, Loss of Other Employer Coverage.

I hereby certify that I have been furnished copies of the above plans and I agree to the terms of each plan to which I subscribe and to execute such forms as may be required by the Plan Administrator(s) or by the rules and regulations governing such plan. I direct that any premiums required of me be deducted from my gross pay according to the applicable payroll procedures.

Employee Signature

Date

AFFIRMATION FOR ELIGIBLE DEPENDENT(S) ON PAGE 4.

¹ Completion of the Marathon Oil Company Affidavit of Domestic Partner Relationship is required for benefit enrollment of a non-spouse domestic partner. The form can be found at www.MRObenefits.com.

² Adding or changing Spouse and/or Dependent AD&D and Life Insurance will be effective the later of the date of the event or the date the form is received by the Company.

³ If you have dependents, you MUST complete the Affirmation for Eligible Dependents.

