

**Marathon Oil Company
Benefit Status for Leaves of Absence**

Benefit Status for Leaves of Absence

Plan	Sick Leave			Family Leave		Military Leave	Personal Leave (cannot be <30 days)	Educational Leave (cannot be < 30 days)
	Not Receiving LTD Benefits	Receiving LTD Benefits (Disability date prior to 01/01/10)	Receiving LTD Benefits (Disability date after 01/01/10)	12 Workweeks or Less	Up to 26 Workweeks for "Wounded Warrior" Status			
AD&D	Coverage continues up to 1 year if billed premiums paid by employee.	Coverage continues if billed premiums paid by employee.	Coverage continues up to 2 years from disability date if billed premiums paid by employee.	Coverage continues if billed premiums paid by employee.	Coverage continues if billed premiums paid by employee.	Coverage continues if billed premiums paid by employee.	Coverage continues up to 2 years if billed premiums paid by employee.	Coverage continues up to 2 years if billed premiums paid by employee.
Adoption Assistance	Eligible	Eligible	Eligible up to 2 years from disability date.	Eligible	Eligible	Eligible	Eligible	Not eligible
CCP	Suspended while on unpaid leave.	Suspended	Suspended	Suspended	Suspended	Continues	Suspended	Suspended
Compensation	Yes, if eligible	Unpaid	Unpaid	Unpaid	Unpaid	Yes, if eligible; equal to Normal Base Pay less Gov't pay ("Differential Pay") until earlier of return to work or 6 months.*	Unpaid	Unpaid
Dental	Coverage continues up to one year if billed premiums paid by employee.	Coverage continues if billed premiums paid by employee.	Coverage continues up to 2 years from disability date if billed premiums paid by employee.	Coverage continues if billed premiums paid by employee.	Coverage continues if billed premiums paid by employee.	Coverage continues if billed premiums paid by employee.	Coverage continues up to 2 years if billed premiums paid by employee.	Coverage terminates unless Company approval.
EAP	Coverage continues up to one year if eligible for Company contributions to a Company health plan.	Coverage continues up to one year from the date Sick Leave commenced.	Coverage continues up to one year from the date Sick Leave commenced.	Coverage continues if eligible for Company contributions to a Company health plan.	Coverage continues if eligible for Company contributions to a Company health plan.	Coverage continues for employee and dependents.	Coverage continues up to one year if eligible for Company contributions to a Company health plan.	Coverage continues up to one year if eligible for Company contributions to a Company health plan.
Educational Reimbursement	Eligible	Eligible	Eligible up to 2 years from disability date.	Eligible	Eligible	Eligible	Eligible	Not eligible
Employee Service	Service is credited.	Service is credited.	Service is credited up to 2 years from disability date.	Service is credited.	Service is credited.	Service is credited.	Service is not credited.	Service is not credited.
HCSA/DCSA	May continue up to 6 months if currently enrolled; may not elect in new plan year until return to work.	Participation terminates.	Participation terminates.	May continue up to 6 months if currently enrolled; may not elect in new plan year until return to work.	May continue up to 6 months if currently enrolled; may not elect in new plan year until return to work.	May continue participation for up to 6 months.**	Participation terminates.	Participation terminates.
Health Plan	Coverage continues up to one year if billed premiums paid by employee.	Coverage continues if billed premiums paid by employee.	Coverage continues up to 2 years from disability date if billed premiums paid by employee.	Coverage continues if billed premiums paid by employee.	Coverage continues if billed premiums paid by employee.	Coverage continues if billed premiums paid by employee.	Coverage continues up to 2 years if billed premiums paid by employee.	Coverage terminates unless Company approval.

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Holidays	Eligible as long as sick benefits are paid.	Not eligible	Not eligible	Not eligible	Not eligible	Considered regularly scheduled workdays.	Not eligible	Not eligible
HRA	Continues	Continues	Continues up to 2 years from disability date.	Continues	Continues	Continues	Continues	Terminates unless Health Plan coverage continues.
Job Reinstatement	Normally-See Plan	Depends on employment needs at time of return.	Evaluated for Neutral discharge 2 years from disability date.	Normally-see Plan	Normally-see Plan	Normally-see Plan	Depends on employment needs at time of return.	Depends on employment needs at time of return.
Life: Basic	Coverage continues.	Coverage continues.	Coverage continues up to 2 years from disability date.	Coverage continues.	Coverage continues.	Coverage continues.	Coverage stops.	Coverage stops.
Life: Level Premium	Coverage continues up to one year if billed premiums paid by employee.	Coverage continues; Company pays cost.	Coverage continues; Company pays cost.	Coverage continues if billed premiums paid by employee.	Coverage continues if billed premiums paid by employee.	Coverage continues if billed premiums paid by employee.	Coverage continues up to 2 years if billed premiums paid by employee.	Coverage continues up to 2 years if billed premiums paid by employee.
Life: Optional	Coverage continues up to one year if billed premiums paid by employee.	Coverage continues if billed premiums paid by employee.	Coverage continues up to 2 years from disability date if billed premiums paid by employee.	Coverage may be continued if billed premiums paid by employee.	Coverage may be continued if billed premiums paid by employee.	Coverage continues if billed premiums paid by employee.	Coverage continues up to 2 years if billed premiums paid by employee.	Coverage continues up to 2 years if billed premiums paid by employee.
LTD	Coverage continues for 6 months.	Coverage suspended while receiving LTD benefits.	Coverage suspended while receiving LTD benefits.	Coverage continues.	Coverage continues.	Coverage continues.	Coverage continues up to 2 years.	Coverage continues up to 2 years.
Matching Gifts	Eligible	Eligible	Eligible up to 2 years from disability date.	Eligible	Eligible	Eligible	Eligible	Not Eligible
Merit Increase Eligibility	Annual merit consideration date (April 1) will not be adjusted.	Annual merit suspended.	Annual merit suspended.	Annual merit consideration date (April 1) will not be adjusted.	Annual merit consideration date (April 1) will not be adjusted.	Annual merit consideration date (April 1) will not be adjusted.	Annual merit consideration date (April 1) will not be adjusted.	Annual merit consideration date (April 1) will not be adjusted.
OAD	Coverage is suspended.	Coverage is suspended.	Coverage is suspended.	Coverage is suspended.	Coverage is suspended.	Coverage is suspended.	Coverage is suspended.	Coverage is suspended.
Retirement	Vesting — Yes; Elapsed Time Service — Yes	Vesting — Yes; Elapsed Time Service — Yes	Vesting — Yes; Elapsed Time Service — Yes	Vesting — Yes; Elapsed Time Service — Yes	Vesting — Yes; Elapsed Time Service — Yes	Vesting — Yes; Elapsed Time Service — Yes	Vesting — Yes; Elapsed Time Service — Yes	Vesting — Yes; Elapsed Time Service — Yes
Sick Benefits	Participation continues. Must satisfy requalification requirements for additional benefit.	Not eligible	Not eligible	Not eligible unless sick benefits are attributable to reason for leave. Eligible upon return for one full day.	Not eligible unless sick benefits are attributable to reason for leave. Eligible upon return for one full day.	Not eligible during leave; eligible upon return for one full day.	Not eligible during leave; eligible upon return for one full day.	Not eligible

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Termination Allowance Plan	Eligible upon termination of leave (except if leave > 6 months).	Not eligible	Not eligible	Eligible upon termination of leave.	Not eligible	Eligible upon termination of leave.	Not eligible	Not eligible
Thrft	Vesting — Yes; account in suspense if unpaid leave.	Vesting — Yes; account in suspense.	Vesting — Yes; account in suspense.	Vesting — Yes; account in suspense.	Vesting — Yes; account in suspense.	Vesting — Yes; contributions based on pay prior to military pay offset.	Vesting — Yes; account in suspense.	Vesting — Yes; account in suspense.
Vacation	Vest in following year's vacation if leave is within the first 6 months on 12/31.	Unused vacation paid in the year LTD benefit commences.	Unused vacation paid in the year LTD benefit commences.	Entitled to vacation benefits before or after leave. Unused vacation in excess of five days paid on last workday of the year. Must complete one full day of service before vesting in new vacation.	Entitled to vacation benefits before or after leave. Unused vacation in excess of five days paid on last workday of the year. Must complete one full day of service before vesting in new vacation.	Entitled to vacation benefits for year in which leave commences. Upon return for one full day in a new calendar year, immediately eligible for vacation.	Unused vacation paid on the last workday of the year. Entitled to pro-rated new vacation upon return as long as return is not in same year leave commenced.	Unused vacation paid when leave commences. Entitled to pro-rated vacation upon return as long as return is not in same year leave commenced.
Vacation Carry Over	Eligible	Not eligible	Not eligible	Eligible	Eligible	Eligible	Not eligible	Not eligible
Vision	Coverage continues for 1 year if billed premiums paid by employee.	Coverage may be continued if billed premiums paid by employee.	Coverage continues up to 2 years from disability date if contributions are pre-paid.	Coverage may be continued if billed premiums paid by employee.	Coverage may be continued if billed premiums paid by employee.	Coverage continues if billed premiums paid by employee.	Coverage continues up to 2 years if billed premiums paid by employee.	Coverage terminates unless Company approval.
Wellness	Coverage continues up to one year to the extent the employee is eligible for company contributions to a Company-provided health plan.	Coverage continues up to one year to the extent the employee is eligible for company contributions to a Company-provided health plan.	Coverage continues up to one year to the extent the employee is eligible for company contributions to a Company-provided health plan.	Coverage continues up to one year to the extent the employee is eligible for company contributions to a Company-provided health plan.	Coverage continues up to one year to the extent the employee is eligible for company contributions to a Company-provided health plan.	Coverage continues.	Coverage continues up to one year to the extent the employee is eligible for company contributions to a Company-provided health plan.	Coverage continues up to one year to the extent the employee is eligible for company contributions to a Company-provided health plan.

* During Operation Enduring Freedom, differential pay continues for the entire leave, regardless of duration.

** During Operation Enduring Freedom, HCSA and DCSA participation may continue for the duration of the leave. If the leave extends into a new calendar year, the employee on leave must make an active election to participate.

Note: No portion of this document is intended to change the terms of the plans and policies or the official texts that control them. If there is any inconsistency between this spreadsheet and the official texts of the plan and policies, the official texts will prevail. Marathon Oil Company reserves the right to modify, amend, or terminate any of its plans and policies at any time.