

Joining the Marathon Oil Team



Marathon Oil is committed to fostering an *environment of inclusion* and *mutual respect* that promotes *individual development* and *high performance teams* while translating our key drivers into business success.

Thank You for Your Interest in Marathon Oil

At Marathon Oil, we know that wellness represents more than just your physical health—it means being emotionally and financially fit, too. That's why we offer a comprehensive package of programs and resources designed to reward the hard work of our employees, as well as health care, retirement and a wide range of other benefits intended to fit the needs of our team.

You'll get a quick overview of what we offer by reading this brochure, but you can find out much more when you visit [MRObenefits.com](https://www.marathonoil.com/mrobenefits.com).

We think you'll like what you see! So please, come explore the rewarding challenge of being part of the Marathon Oil team.

Success Fueled by Marathon Oil People

Marathon Oil is an independent international energy company. We maintain strong, stable assets around the world and take an innovative approach to exploration.

However, what really brings our business to life is the incredible power of our people. After all, success doesn't come just from being in the right place at the right time—it comes from our enthusiastic, capable, hard-working employees, whose ideas and energy fuel a growing, successful company.

In return, we work hard for our employees, offering benefits that:

- Engage our people in our business and our success
- Enhance and preserve our employees' work/life balance
- Help our people plan and prepare for tomorrow

Challenge Yourself!

If you demand the best from yourself and you're looking for a supportive environment where your contributions are valued, this could be the place for you. We'll support you with a wide range of programs that address your individual needs and focus on your achievements.

At Marathon Oil, you can grow your career, be recognized and rewarded for your accomplishments, and maintain a healthy, balanced lifestyle.



Engaging You in Our Success

We believe that success comes from individual excellence, hard work and great values. So when Marathon Oil does well, our employees have the opportunity to share in the rewards. We offer a variety of programs that give employees an opportunity to share in our success, dependent on their position in the Company.

Base Compensation

Annual Cash Bonus

Long Term Incentive Plan

Recognition

Community Involvement Programs

Matching Gifts Program

Base Compensation

Marathon Oil offers a competitive pay structure for our employees around the world. Base compensation takes into account the requirements of the job, the competitive nature of the position and where the work is located.

Annual Cash Bonus

Our Company's Annual Cash Bonus (ACB) program provides a direct link between Company and individual performance. A true pay-for-performance plan, the ACB rewards on-the-job excellence by individual employees, recognizing short-term accomplishments up to one year. Bonus decisions are based on corporate performance metrics (quantitative) and organizational/strategic performance achievement (qualitative), and are adjusted based on individual performance. All regular full-time and regular part-time employees are eligible for this program.

“For me, receiving a bonus is more than just the money, because it shows me that my supervisor is paying attention—and Marathon values my work.”

Long Term Incentive Program

Our annual Long Term Incentive Plan (LTIP), delivered in the form of restricted stock (or units), promotes long-term value creation by providing a strong linkage between participants' and stockholders' long-term interests. The target opportunity is based on salary grade.

While all exempt employees have the opportunity to receive an award, actual grants in any given period are based on a combination of critical skills, potential value creation, individual performance, demonstration of living our values, and market competitiveness of the current position. There is no guarantee an employee will receive an award during any given grant cycle.

“I love working for a company that challenges me—and then rewards my good work. Marathon Oil really values my efforts, and it shows!”

Recognition

Recognition comes in many forms at Marathon Oil. We recognize the loyalty of our employees through our Marathon Oil Company Service Awards. Employees celebrating a one-year anniversary with the Company, and each five-year anniversary after that, receive a commemorative award to thank them for their service. Employees celebrating a recognized anniversary beginning at five years can also select a gift from an online catalog. In addition, we offer wellness participation awards and departmental awards. We also have an informal recognition program in which we thank our hard-working employees for a job well done, through such methods as a team dinner, departmental lunches or dinners and fun team-building activities.

Community Involvement Programs

We are enthusiastic supporters of the communities in which we work, because community is the foundation for so much of our success. To encourage our employees to get involved, Marathon Oil supports a wide variety of volunteer and service programs.

Matching Gifts Program

Another way we help support our employees and the causes that are important to them is through our Matching Gifts Program. Marathon Oil will contribute an amount equal to the value of an employee's gift (with a minimum contribution of \$50) to a qualified educational institution, effectively doubling the impact of every dollar an employee chooses to donate.

Enhancing and Preserving Your Work/Life Balance

We know that for our employees to do their best, they need to feel their best. Leading a full, healthy and productive life means having the ability to make choices about how you spend your time, take care of yourself and take care of your family. We are proud to offer a wide variety of programs that support our employees in their pursuit of a healthy work/life balance.

Health Savings and Flexible Spending Accounts

Health Plan

Dental and Vision Assistance Plans

Wellness Program

Adoption Assistance Program

Employee Assistance Program

Educational Reimbursement Plan

Parental Benefits

Back-up Child and Adult/ Elder Care

Workplace Giving

Flexible Work Arrangements

Time Off

Health Savings and Flexible Spending Accounts

Marathon Oil offers employees ways to pay for out-of-pocket expenses on a tax-advantaged basis by offering various accounts.

- The Health Savings Account (HSA) is available to employees who enroll in one of the Health Investment Plan (HIP) options of the Health Plan (see page 7). Marathon Oil provides a contribution based on which HIP option you select and your coverage level (see chart on page 7 for details), plus employees can contribute their own money. Money that isn't spent rolls over to the next year, and eventually, to retirement, to help pay for retiree health care costs. The HSA offers triple tax advantages—there are **no taxes** when:
 - 1) Marathon Oil or employees contribute
 - 2) The account is used for eligible health care expenses
 - 3) There are investment earnings on HSA dollars
- The Flexible Spending Accounts also allow employees to pay for eligible expenses using pre-tax money. Contributions are subject to certain limitations, and can only be used to pay for eligible health care and dependent care expenses. Unlike the HSA, spending account contributions do not roll over from one year to the next.

“Before coming to Marathon Oil I didn't know much about savings and spending accounts. But now that I understand them, I really appreciate how they help me get the most out of every dollar I pay for medical and dependent care expenses.”

Health Plan

Employees can choose between three comprehensive Health Plan options: HIP Value, HIP Plus or the Traditional Plan. These options offer cost-saving features such as network providers who charge lower, negotiated rates for services, while maintaining the freedom to seek care out-of-network. There are some important differences between the options, however, as illustrated in the brief plan comparison below.

	HIP Value		HIP Plus		Traditional Plan Option	
	In-Network	Out-of-Network	In-Network	Out-of-Network	In-Network	Out-of-Network
Health Savings Account (HSA) Company Contributions for 2017	Employee Only coverage: \$500 Employee + coverage: \$1,000		Employee Only coverage: \$750 Employee + coverage: \$1,500		N/A	
Individual Deductible	\$1,300 (combined with prescription drug)	\$3,900 (combined with prescription drug)	\$2,000 (combined with prescription drug)	\$4,000 (combined with prescription drug)	\$750 (separate from prescription drug)	\$1,500 (separate from prescription drug)
Family Deductible	\$2,600 (combined with prescription drug)	\$7,800 (combined with prescription drug)	\$4,000 (combined with prescription drug)	\$8,000 (combined with prescription drug)	N/A	
Coinsurance	85% Tier 1 Providers 75% Other Network Providers	50%	80% Tier 1 Providers 70% Other Network Providers	50%	80% Tier 1 Providers 70% Other Network Providers	50%
Preventive Services	Plan covers at 100% (no deductible)	You pay 50% after deductible	Plan covers at 100% (no deductible)	You pay 50% after deductible	Plan covers at 100% (no deductible)	You pay 50% after deductible

Coverage for prescription drugs, emergency care and hospitalizations is provided with both options. Please visit MRObenefits.com for other important details.

“Of all my benefits, I probably appreciate the Health Plan the most. There’s peace of mind that comes with having access to great doctors, and knowing that I’ll get help with the cost of care.”

Family Coverage

Our employees can choose to cover their eligible dependents, generally up to age 26, in our Health, Dental and Vision Assistance Plans, as well as Dependent Life and Dependent Accidental Death and Dismemberment (AD&D) Insurance. Domestic partners and children of domestic partners are also eligible for coverage in our Health, Dental and Vision Assistance Plans.

Dental and Vision Assistance Plans

In addition to the Health Plan, we also offer our employees dental and vision coverage. Under the Dental and Vision Assistance Plans, employees can receive treatment from any licensed professional. Those who choose to go to an in-network provider may pay less for care.

The Dental Plan—provided through Cigna Dental PPO—covers preventive care, diagnostic services and treatment, and includes coverage for orthodontia. The Vision Assistance Plan—available through UnitedHealthcare—provides coverage for eye exams, eyeglass lenses, contact lenses and frames.

Wellness Program

Health care plans are great, but we know that the first step to good health is taking care of ourselves. Marathon Oil offers comprehensive wellness benefits, which include a variety of activities and resources to help employees understand their health status and take steps toward improving it. The Marathon Oil Company Wellness Program provides access to a health risk assessment, biometric screenings, coaching and education. Plus, the Wellness Program provides rewards for employees who take action and achieve results.

Adoption Assistance Program

Families come in all different shapes and sizes. For our employees who wish to adopt children, Marathon Oil reimburses up to \$7,500, to a lifetime maximum of \$15,000, for qualifying adoption expenses under our Adoption Assistance Plan. This money may help ease adoption's costs for our employees.

Employee Assistance Program

We want our employees to have resources for those difficult times when they or a covered dependent might be struggling. So we offer access to confidential counseling and referral services through the Employee Assistance Program (EAP). Staffed by trained professionals, the EAP is available 24 hours a day, seven days a week, should an employee or one of their covered dependents need help with family/marital issues, parenting, drug/alcohol abuse and emotional or work-related concerns.

Educational Reimbursement Plan

Gaining new skills and knowledge can lead the way to a better life. Our Educational Reimbursement Plan encourages employees to sign up for classes by helping to pay for the cost of eligible tuition, textbooks and fees, up to \$550 per semester hour or \$370 per quarter hour. In addition, Marathon Oil provides financial support to eligible employees in their pursuit of various certifications and licenses.

“Going back to school while working full-time was a huge commitment for me—and a lot of work. Having Marathon Oil pay some of the expenses really helped me get through.”

Parental Benefits

Parental Benefits are part of our Family Leave Plan and provide eligible employees with paid time away from work following the eligible birth or adoption of a child.

Back-up Child and Adult/Elder Care

Through Bright Horizons, you have access to up to 15 days of back-up child care and adult/elder care services at child care centers in your area or from screened in-home caregivers. Enrollment is free, and you can enroll at any time—you only pay when you use the service.

Workplace Giving

Marathon Oil's workplace giving campaign is an opportunity to provide support to non-profit organizations. Through the campaign, the Company matches employee contributions to any approved 501(c)(3) charity or international equivalent that Marathon Oil supports.

Flexible Work Arrangements

A five-day-a-week, eight-hours-a-day schedule doesn't work for everyone. To help balance the demands of work and personal life, flexible work schedules are available at certain locations. Talk with your recruiter about flexible work schedules that may be offered at your location. Such flexibility may include the option of working part-time.

Time Off

Leave of Absence

We know that certain situations may require you to take an extended period of time away from work. Marathon Oil offers a variety of leaves to eligible employees.

Sick Benefit

The Sick Benefit Plan is designed to provide protection against loss of income for an employee who is temporarily unable to work because of their own disability, including both illness and injury. The total benefits an employee is eligible to receive during a calendar year is based on the Sick Benefit Schedule at right.

SICK BENEFIT SCHEDULE		
Accredited Service	Full Sick Pay	60% Sick Pay
Less than 1 Year	1 week	2 weeks
1 year	3 weeks	4 weeks
2 years	4 weeks	8 weeks
3 years	5 weeks	12 weeks
4 years	6 weeks	16 weeks
5 years	7 weeks	19 weeks
6 years	8 weeks	18 weeks
7 years	9 weeks	17 weeks
8 years	10 weeks	16 weeks
9 years	11 weeks	15 weeks
10-14 years	14 weeks	12 weeks
15-19 years	20 weeks	6 weeks
20 years and over	26 weeks	0 weeks

Time Away

We all need time to recharge and refresh. Paid vacation allows our employees to spend time with family and friends, traveling, or just taking it easy at home. Vacation available in the first calendar year of employment is prorated based on the month of hire—as many as three weeks in the first year for those hired January to March and a decreasing percentage for later months of hire. Employees may roll over up to 10 unused days, or their hourly equivalent, from one calendar year to the next.

ANNUAL VACATION	
Service	Eligible Vacation
1-9 years	3 weeks
10-19 years	4 weeks
20-29 years	5 weeks
30 years and over	6 weeks

In addition to vacation time, we also offer 10 paid holidays each year. The specific days designated as holidays vary based on location, although all employees receive one floating day as part of the total of 10 holidays. The following paid holidays are observed at most locations: New Year's Day, Good Friday, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, Day after Thanksgiving, Christmas Day, one additional day at Christmas and one floating day off.

PRORATION DURING FIRST YEAR OF EMPLOYMENT	
Hire Month	Percentage of Eligible Vacation
January–March	100%
April	90%
May	80%
June	70%
July	60%
August	50%
September	40%
October	30%
November	20%
December	10%

Helping You Plan for Tomorrow

Preparing for the future involves a number of considerations, such as making effective financial, health-related and lifestyle decisions. That is why we help employees save now and provide protection for their health and beneficiaries.

Thrift Plan

Retirement Plan

Insurance

Disability Coverage

Thrift Plan

Marathon Oil is dedicated to helping employees build a healthy financial future, and one way we support their financial security is through the Marathon Oil Company Thrift Plan, a 401(k) Plan. Eligible employees can make contributions to the plan starting with their first eligible paycheck.

Marathon Oil matches employee contributions—dollar for dollar—up to 7% of eligible earnings. Employees vest in, or earn the right of ownership to, these Company matching contributions after three years of service with Marathon Oil. Employees decide how to invest their account, choosing from among a variety of investment options.

Retirement Plan

Upon date of hire, eligible employees are enrolled automatically in the Retirement Plan of Marathon Oil. This plan, 100% funded by Marathon Oil, is designed to give employees a stable source of income in retirement. In this plan, employees receive annual pay credits of 7%, 9% or 11% of eligible earnings, determined by the employee's age and years of service with the Company. These pay credits, and applicable interest, grow over the course of an employee's career. Employees vest in, or earn the right of ownership to, this benefit after three years of service with Marathon Oil.

“I know that planning for my future is important. The Thrift Plan and the Retirement Plan help me prepare for a financially secure future.”

Insurance

Another part of planning for the future is insurance. Marathon Oil offers two types: Life Insurance and AD&D Insurance.

Our employees automatically receive Life Insurance equal to two times their annual base compensation. We offer additional coverage at competitive rates for both the employee and his or her family members. Employees also can purchase individual or family AD&D Insurance coverage at competitive rates.

Disability Coverage

While it isn't pleasant to think about being out of work due to illness or injury, good planning and good programs can help ease the financial pain if it occurs. At Marathon Oil, we provide Long-Term Disability coverage for our employees automatically, at Company expense. The plan pays 60% of base monthly pay (up to certain limits) after the employee meets the plan's definition of disability and the plan's other requirements.



For more information on our benefits,
please go to **MRObenefits.com**.

For more information on Marathon Oil,
please go to **marathonoil.com**.

Marathon Oil'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 actual official plan documents will control. If there are discrepancies between this document and the official plan documents, the actual plan documents will always govern.

