

Relocation Benefits Summary

New Employees, *Greater than Mid-Point of Grade 10*

Marathon Oil is pleased to offer a generous Relocation Assistance Plan to assist you when moving from your current location to your new place of work with the Company. Below is a summary of benefits available for New Employees, *Greater than Mid-Point of Grade 10*.

Relocation benefits include:

- **EXCEPTION & INCIDENTAL ALLOWANCE** | An allowance equal to one times your monthly gross salary, up to a maximum of \$10,000, is paid in order to help cover expenses incurred which are not specifically covered under other Plan provisions.
- **ADVANCE TRIP EXPENSES** | The Company will reimburse the expenses of one advance house hunting trip for you and one other household member, including round-trip transportation and lodging for up to five nights.
- **MOVEMENT OF HOUSEHOLD GOODS** | The Company will pay for a carrier to pack, move, store, and unpack your household goods as well as insurance on such items while in transit. Storage of household goods is provided up to 90 days.
- **VEHICLE SHIPMENT** | An allowance at the current mileage rate is provided for up to three vehicles if driven to the new location. Shipping of one of the three automobiles at Company expense is permitted if the distance to the destination location is over 400 miles. If one vehicle is shipped, mileage reimbursement will be limited to two vehicles.
- **FINAL TRIP EXPENSES** | Transportation and lodging expenses en route to the new location will be paid by the Company for you and your household members.
- **TEMPORARY LIVING EXPENSES** | If necessary, lodging expenses will be reimbursed for you and your household members for a maximum of 60 days.
- **HOME SALE / HOME PURCHASE ASSISTANCE** | A variety of generous benefits are provided for employees who are purchasing or disposing of a home. Examples of benefits include equity advances, home sale bonus, reimbursement of certain closing costs, etc.
- **SPOUSAL EMPLOYMENT ASSISTANCE** | The Company has contracted with a career assistance firm to assist accompanying spouses in finding a job at the new location.
- **TAX ALLOWANCES** | The Company will provide tax allowances to assist you in paying certain taxes related to benefits under this Plan.

Questions? Additional information can be found in the Plan text [here](#), or by contacting your Recruiter or the Global Mobility & Relocation Coordinator at AskHR@marathonoil.com