

Relocation Benefits Summary

Transferred Employees, *Hourly and Non-Exempt Level*

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 Transferred Employees, *Hourly and Non-Exempt Level*.

Relocation benefits include:

- **RELOCATION ALLOWANCE** | A one-time lump sum of \$4,000 is paid in order to help cover expenses incurred by the employee and household members during the relocation.
- **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.
- **TEMPORARY LIVING EXPENSES** | If necessary, lodging expenses will be reimbursed for you and your household members for a maximum of 30 days.
- **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 Marathon Global Mobility & Relocation Coordinator at MRorelobenefits@marathonoil.com.