

# Marathon Oil Company SUMMARY ANNUAL REPORTS FOR EMPLOYEE BENEFIT PLANS 2008 PLAN YEAR



**Marathon  
Oil Company**

539 South Main Street  
Findlay, OH 45840-3295  
Telephone 419/422-2121

TO: Retirees and Beneficiaries of Marathon Employee Benefit Plans as of December 31, 2008.

The Employee Retirement Income Security Act of 1974 requires that each participant or beneficiary of certain employee benefit plans maintained by the Company receive a "Summary Annual Report" of the operations of such plans for the relevant plan year. Attached are Summary Annual Reports for the following employee benefit plans:

- **Retirement Plan of Marathon Oil Company**
- **Marathon Petroleum Company LLC Retirement Plan**
- **Thrift Plan**
- **Health Plan**
- **Life Insurance Plan (Level Premium, closed to new members June 1, 1994)**
- **Catlettsburg/Canton Retiree Life Insurance Plan**

These Summary Annual Reports are being furnished to all participants or beneficiaries who were covered by any of these benefit plans during the plan year, January 1, 2008 - December 31, 2008. Therefore, all sections may not apply to everyone. The benefits provided under your employee benefit plans can be found at [www.MyMarathonBenefits.com](http://www.MyMarathonBenefits.com).

The purpose of these reports is to give you a brief overview of the operations of the plans during the 2008 plan year. These summaries are not intended to include all the information and material required by law to be submitted to the Internal Revenue Service constituting the full annual report for each plan.

Plan participants and beneficiaries may inspect or obtain copies of the full annual report, or of any part thereof, for each plan listed above without charge. A request to obtain a copy of any documents referenced in each Summary Annual Report should be addressed to the Plan Administrator of the applicable plan. All of the documents can be examined at your local Human Resources office or in Benefits Administration, Room 3137, in Findlay, Ohio 45840.

## SUMMARY ANNUAL REPORT FOR THE RETIREMENT PLAN OF MARATHON OIL COMPANY

This is a summary of the annual report for the Retirement Plan of Marathon Oil Company, EIN 25-1410539, Plan No. 001, for period January 1, 2008 through December 31, 2008. The annual report has been filed with the Employee Benefits Security Administration, U.S. Department of Labor, as required under the Employee Retirement Income Security Act of 1974 (ERISA).

### Basic Financial Statement

Benefits under the Plan are provided through insurance and through a trust fund. Plan expenses were \$57,749,942. These expenses included \$1,180,354 in administrative expenses and \$56,569,588 in benefits paid to participants and beneficiaries. A total of 4,316 persons were participants in or beneficiaries of the Plan at the end of the plan year, although not all of these persons had yet earned the right to receive benefits.

The value of Plan assets, after subtracting liabilities of the Plan, was \$462,675,553 as of December 31, 2008, compared to \$609,397,769 as of January 1, 2008. During the plan year, the Plan experienced a decrease in its net assets of \$146,722,216. This decrease includes unrealized appreciation and depreciation in the value of Plan assets; that is, the difference between the value of the Plan's assets at the end of the year and the value of the assets at the beginning of the year or the cost of assets acquired during the year. The Plan had total income of \$(88,972,274) including employer contributions of \$63,400,000, realized losses of \$39,323,509 from the sale of assets, and earnings from investments of \$(113,048,765).

### Minimum Funding Standards

An actuary's statement shows that enough money was contributed to the Plan to keep it funded in accordance with the minimum funding standards of ERISA.

### Your Rights To Additional Information

You have the right to receive a copy of the full annual report, or any part thereof, on request. The items listed below are included in that report:

1. An accountant's report;
2. Financial information and information on payments to service providers;
3. Assets held for investment;
4. Insurance information, including sales commissions paid by insurance carriers;
5. Information regarding any common or collective trusts, pooled separate accounts, master trusts or 103-12 investment entities in which the Plan participates; and
6. Actuarial information regarding the funding of the Plan.

To obtain a copy of the full annual report, or any part thereof, write to the office of Ms. E. M. Campbell, who is the Plan Administrator, Marathon Oil Company, PO Box 3128, Houston, TX 77253-3128, (713) 629-6600.

You also have the right to receive from the Plan Administrator, on request and at no charge, a statement of the assets and liabilities of the Plan and accompanying notes, or a statement of income and expenses of the Plan and accompanying notes, or both. If you request a copy of the full annual report from the Plan Administrator, these two statements and accompanying notes will be included as part of that report.

You also have the legally protected right to examine the annual report at the main office of the Plan, Marathon Oil Company, 539 South Main Street, Findlay, OH 45840 and at the U.S. Department of Labor in Washington, D.C., or to obtain a copy from the U.S. Department of Labor upon payment of copying costs. Requests to the Department should be addressed to: Public Disclosure Room, Room N1513, Employee Benefits Security Administration, U.S. Department of Labor, 200 Constitution Avenue, N.W., Washington, D.C. 20210.

## SUMMARY ANNUAL REPORT FOR THE MARATHON PETROLEUM COMPANY LLC RETIREMENT PLAN

This is a summary of the annual report for the Marathon Petroleum Company LLC Retirement Plan, EIN 31-1537655, Plan No. 001, for period January 1, 2008 through December 31, 2008. The annual report has been filed with the Employee Benefits Security Administration, U.S. Department of Labor, as required under the Employee Retirement Income Security Act of 1974 (ERISA).

### Basic Financial Statement

Benefits under the Plan are provided through a trust fund. Plan expenses were \$101,179,291. These expenses included \$1,948,279 in administrative expenses and \$99,231,012 in benefits paid to participants and beneficiaries. A total of 8,017 persons were participants in or beneficiaries of the Plan at the end of the plan year, although not all of these persons had yet earned the right to receive benefits.

The value of Plan assets, after subtracting liabilities of the Plan, was \$865,377,757 as of December 31, 2008, compared to \$1,006,230,888 as of January 1, 2008. During the plan year, the Plan experienced a decrease in its net assets of \$140,853,131. This decrease includes unrealized appreciation and depreciation in the value of Plan assets; that is, the difference between the value of the Plan's assets at the end of the year and the value of the assets at the beginning of the year or the cost of assets acquired during the year. The Plan had total income of \$(39,673,840) including employer contributions of \$216,700,000, realized losses of \$66,358,849 from the sale of assets, and earnings from investments of \$(190,014,991).

### **Minimum Funding Standards**

An actuary's statement shows that enough money was contributed to the Plan to keep it funded in accordance with the minimum funding standards of ERISA.

### **Your Rights To Additional Information**

You have the right to receive a copy of the full annual report, or any part thereof, on request. The items listed below are included in that report:

1. An accountant's report;
2. Financial information and information on payments to service providers;
3. Assets held for investment;
4. Information regarding any common or collective trusts, pooled separate accounts, master trusts or 103-12 investment entities in which the Plan participates; and
5. Actuarial information regarding the funding of the Plan.

To obtain a copy of the full annual report, or any part thereof, write to the office of Mr. R. P. Nichols, who is the Plan Administrator, Marathon Oil Company, 539 South Main Street, Findlay, OH 45840-3295, (419) 422-2121.

You also have the right to receive from the Plan Administrator, on request and at no charge, a statement of the assets and liabilities of the Plan and accompanying notes, or a statement of income and expenses of the Plan and accompanying notes, or both. If you request a copy of the full annual report from the Plan Administrator, these two statements and accompanying notes will be included as part of that report.

You also have the legally protected right to examine the annual report at the main office of the Plan, Marathon Oil Company, 539 South Main Street, Findlay, OH 45840 and at the U.S. Department of Labor in Washington, D.C., or to obtain a copy from the U.S. Department of Labor upon payment of copying costs. Requests to the Department should be addressed to: Public Disclosure Room, Room N1513, Employee Benefits Security Administration, U.S. Department of Labor, 200 Constitution Avenue, N.W., Washington, D.C. 20210.

## **SUMMARY ANNUAL REPORT FOR THE MARATHON OIL COMPANY THRIFT PLAN**

This is a summary of the annual report for the Marathon Oil Company Thrift Plan, EIN 25-1410539, Plan No. 003, for period January 1, 2008 through December 31, 2008. The annual report has been filed with the Employee Benefits Security Administration, U.S. Department of Labor, as required under the Employee Retirement Income Security Act of 1974 (ERISA).

### **Basic Financial Statement**

Benefits under the Plan are provided through a trust fund. Plan expenses were \$214,033,166. These expenses included \$214,033,166 in benefits paid to participants and beneficiaries. A total of 13,220 persons were participants in or beneficiaries of the Plan at the end of the plan year, although not all of these persons had yet earned the right to receive benefits.

The value of Plan assets, after subtracting liabilities of the Plan, was \$1,987,207,085 as of December 31, 2008, compared to \$2,664,070,676 as of January 1, 2008. During the plan year, the Plan experienced a decrease in its net assets of \$676,863,591. This decrease includes unrealized appreciation and depreciation in the value of Plan assets; that is, the difference between the value of the Plan's assets at the end of the year and the value of the assets at the beginning of the year or the cost of assets acquired during the year. The Plan had total income of \$(462,830,425) including employer contributions of \$54,823,009, employee contributions of \$90,920,808, rollover contributions of \$39,837,980, and earnings from investments of \$(648,412,222).

### **Your Rights To Additional Information**

You have the right to receive a copy of the full annual report, or any part thereof, on request. The items listed below are included in that report:

1. An accountant's report;
2. Financial information; and
3. Assets held for investment.

To obtain a copy of the full annual report, or any part thereof, write to the office of Ms. E. M. Campbell, who is the Plan Administrator, Marathon Oil Company, PO Box 3128, Houston, TX 77253-3128, (713) 629-6600.

You also have the right to receive from the Plan Administrator, on request and at no charge, a statement of the assets and liabilities of the Plan and accompanying notes, or a statement of income and expenses of the Plan and accompanying notes, or both. If you request a copy of the full annual report from the Plan Administrator, these two statements and accompanying notes will be included as part of that report.

You also have the legally protected right to examine the annual report at the main office of the Plan, Marathon Oil Company, 539 South Main Street, Findlay, OH 45840 and at the U.S. Department of Labor in Washington, D.C., or to obtain a copy from the U.S. Department of Labor upon payment of copying costs. Requests to the Department should be addressed to: Public Disclosure Room, Room N1513, Employee Benefits Security Administration, U.S. Department of Labor, 200 Constitution Avenue, N.W., Washington, D.C. 20210.

## **SUMMARY ANNUAL REPORT FOR THE HEALTH PLAN OF MARATHON OIL COMPANY**

This is a summary of the annual report of the Health Plan of Marathon Oil Company, EIN 25-1410539, Plan No. 504, for period January 1, 2008 through December 31, 2008. The annual report has been filed with the Employee Benefits Security Administration, U.S. Department of Labor, as required under the Employee Retirement Income Security Act of 1974 (ERISA).

Marathon Oil Company has committed itself to pay all claims incurred under the terms of the Plan.

### **Your Rights To Additional Information**

You have the right to receive a copy of the full annual report, or any part thereof, on request. The items listed below are included in that report:

1. Insurance information and information on payments to service providers.

To obtain a copy of the full annual report, or any part thereof, write to the office of Ms. E. M. Campbell, who is the Plan Administrator, Marathon Oil Company, PO Box 3128, Houston, TX 77253-3128, (713) 629-6600.

You also have the right to receive from the Plan Administrator, on request and at no charge, a statement of the assets and liabilities of the Plan and accompanying notes, or a statement of income and expenses of the Plan and accompanying notes, or both. If you request a copy of the full annual report from the Plan Administrator, these two statements and accompanying notes will be included as part of that report.

You also have the legally protected right to examine the annual report at the main office of the Plan, Marathon Oil Company, 539 South Main Street, Findlay, OH 45840 and at the U.S. Department of Labor in Washington, D.C., or to obtain a copy from the U.S. Department of Labor upon payment of copying costs. Requests to the Department should be addressed to: Public Disclosure Room, Room N1513, Employee Benefits Security Administration, U.S. Department of Labor, 200 Constitution Avenue, N.W., Washington, D.C. 20210.

## **SUMMARY ANNUAL REPORT FOR THE LIFE INSURANCE PLAN OF MARATHON OIL COMPANY (Level Premium, Closed to new members June 1, 1994)**

This is a summary of the annual report of the Life Insurance Plan of Marathon Oil Company, EIN 25-1410539, Plan No. 502, for period January 1, 2008 through December 31, 2008. The annual report has been filed with the Employee Benefits Security Administration, U.S. Department of Labor, as required under the Employee Retirement Income Security Act of 1974 (ERISA).

### **Insurance Information**

The Plan has a contract with The Prudential Insurance Company of America to pay life insurance claims incurred under the terms of the Plan. The total premiums paid for the plan year ending December 31, 2008 were \$3,992,014.

Because it is a so called "experience-rated" contract, the premium costs are affected by, among other things, the number and size of claims. Of the total insurance premiums paid for the plan year ending December 31, 2008, the premiums paid under such "experience-rated" contract were \$3,992,014 and the total of all benefit claims paid under the experience-rated contract during the plan year was \$3,953,087.

### **Your Rights To Additional Information**

You have the right to receive a copy of the full annual report, or any part thereof, on request. The items listed below are included in that report:

1. Insurance information, including sales commissions paid by insurance carriers.

To obtain a copy of the full annual report, or any part thereof, write to the office of Ms. E. M. Campbell, who is the Plan Administrator, Marathon Oil Company, PO Box 3128, Houston, TX 77253-3128, (713) 629-6600.

You also have the right to receive from the Plan Administrator, on request and at no charge, a statement of the assets and liabilities of the Plan and accompanying notes, or a statement of income and expenses of the Plan and accompanying notes, or both. If you request a copy of the full annual report from the Plan Administrator, these two statements and accompanying notes will be included as part of that report.

You also have the legally protected right to examine the annual report at the main office of the Plan, Marathon Oil Company, 539 South Main Street, Findlay, OH 45840 and at the U.S. Department of Labor in Washington, D.C., or to obtain a copy from the U.S. Department of Labor upon payment of copying costs. Requests to the Department should be addressed to: Public Disclosure Room, Room N1513, Employee Benefits Security Administration, U.S. Department of Labor, 200 Constitution Avenue, N.W., Washington, D.C. 20210.

## **SUMMARY ANNUAL REPORT FOR THE MARATHON PETROLEUM COMPANY LLC CATLETTSBURG/CANTON RETIREE LIFE INSURANCE PLAN**

This is a summary of the annual report of the Marathon Petroleum Company LLC Catlettsburg/Canton Retiree Life Insurance Plan, EIN 31-1537655, Plan No. 519, for period January 1, 2008 through December 31, 2008. The annual report has been filed with the Employee Benefits Security Administration, U.S. Department of Labor, as required under the Employee Retirement Income Security Act of 1974 (ERISA).

### **Insurance Information**

The Plan has a contract with Metropolitan Life to pay life insurance claims incurred under the terms of the Plan. Since this is a paid-up insurance contract, there were no premiums incurred for the plan year ending December 31, 2008.

Because it is a so called "experience-rated" contract, the premium costs are affected by, among other things, the number and size of claims. The total of all benefit claims paid under the experience-rated contract were \$100,000.

### **Your Rights To Additional Information**

You have the right to receive a copy of the full annual report, or any part thereof, on request. The items listed below are included in that report:

1. Insurance information, including sales commissions paid by insurance carriers.

To obtain a copy of the full annual report, or any part thereof, write to the office of Mr. R. P. Nichols, who is the Plan Administrator, Marathon Oil Company, 539 South Main Street, Findlay, OH 45840-3295, (419) 422-2121.

You also have the right to receive from the Plan Administrator, on request and at no charge, a statement of the assets and liabilities of the Plan and accompanying notes, or a statement of income and expenses of the Plan and accompanying notes, or both. If you request a copy of the full annual report from the Plan Administrator, these two statements and accompanying notes will be included as part of that report.

You also have the legally protected right to examine the annual report at the main office of the Plan, Marathon Oil Company, 539 South Main Street, Findlay, OH 45840 and at the U.S. Department of Labor in Washington, D.C., or to obtain a copy from the U.S. Department of Labor upon payment of copying costs. Requests to the Department should be addressed to: Public Disclosure Room, Room N1513, Employee Benefits Security Administration, U.S. Department of Labor, 200 Constitution Avenue, N.W., Washington, D.C. 20210.