

# Marathon Oil Company SUMMARY ANNUAL REPORTS OF EMPLOYEE BENEFIT PLANS 2012 PLAN YEAR & NOTICE OF PRIVACY PRACTICES



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.

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, 2012 – December 31, 2012. Therefore, all sections may not apply to everyone. The benefits provided under your employee benefit plans can be found at [www.MRObenefits.com](http://www.MRObenefits.com).

The purpose of these reports is to give you a brief overview of the operations of the plans during the 2012 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 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.

Also enclosed is the Marathon Oil Corporation Notice of Privacy Practices. This is a legally required notice regarding benefit plans affected by the Privacy and Confidentiality Requirements of the Health Insurance Portability and Accountability Act (HIPAA). This notice is for informational purposes only and no action is required on your part. A copy of this notice can be found at [www.MROBenefits.com](http://www.MROBenefits.com).

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

This is a summary of the annual report for Marathon Oil Company Thrift Plan, EIN 25-1410539, Plan No. 003, for period January 01, 2012 through December 31, 2012. 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 by a trust fund. Plan expenses were \$147,627,880. These expenses included \$421,506 in administrative expenses, and \$147,206,374 in benefits paid to participants and beneficiaries. A total of 4,129 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 \$1,168,168,378 as of December 31, 2012, compared to \$1,125,794,778 as of January 01, 2012. During the plan year the plan experienced an increase in its net assets of \$42,373,600. This increase 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 \$190,001,480, including employer contributions of \$21,628,419, employee contributions of \$36,258,252, earnings from investments of \$115,973,980, and other income of \$16,140,829.

### **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:

- an accountant's report;
- financial information;
- information on payments to service providers;
- assets held for investment;
- information regarding any common or collective trusts, pooled separate accounts, master trusts or 103-12 investment entities in which the plan participates;

To obtain a copy of the full annual report, or any part thereof, write or call the office of R.L. Sovine Jr. at 5555 San Felipe Road, Houston, TX 77056-2723, or by telephone at (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. The charge to cover copying costs given above does not include a charge for the copying of these portions of the report because these portions are furnished without charge.

You also have the legally protected right to examine the annual report at the main office of the plan (R.L. Sovine Jr. at 5555 San Felipe Road, Houston, TX 77056-2723) 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 CIGNA INTERNATIONAL HEALTH PLAN**

This is a summary of the annual report of the Cigna International Health Plan, EIN 25-1410539, Plan No. 529, for period January 01, 2012 through December 31, 2012. 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 Connecticut General Life Insurance Co. to pay all health claims incurred under the terms of the plan. The total premiums paid for the plan year ending December 31, 2012 were \$3,361,008.

### **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:

- insurance information, including sales commissions paid by insurance carriers;

To obtain a copy of the full annual report, or any part thereof, write or call the office of Marathon Oil Company in care of R. L. Sovine Jr. at 5555 San Felipe Road, Houston, TX 77056-2723, or by telephone at (713) 629-6600.

You also have the legally protected right to examine the annual report at the main office of the plan (Marathon Oil Company, 5555 San Felipe Road, Houston, TX 77056-2723) 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 LIFE INSURANCE PLAN**

This is a summary of the annual report of the Life Insurance Plan, EIN 25-1410539, Plan No. 524, for period January 01, 2012 through December 31, 2012. 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 contracts with Minnesota Life Insurance Company to pay all life insurance claims incurred under the terms of the plan. The total premiums paid for the plan year ending December 31, 2012 were \$1,904,032.

Because they are so called "experience-rated" contracts, 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, 2012, the premiums paid under such "experience-rated" contracts were \$1,904,032 and the total of all benefit claims paid under these contracts during the plan year was \$473,390.

### **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:

- insurance information, including sales commissions paid by insurance carriers;

To obtain a copy of the full annual report, or any part thereof, write or call the office of Marathon Oil Company in care of R. L. Sovine Jr at 5555 San Felipe Road, Houston, TX 77056-2723, or by telephone at (713) 629-6600.

You also have the legally protected right to examine the annual report at the main office of the plan (Marathon Oil Company, 5555 San Felipe Road, Houston, TX 77056-2723) 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 FOR LEVEL PREMIUM LIFE INSURANCE PLAN**

This is a summary of the annual report of the Level Premium Life Insurance Plan, EIN 25-1410539, Plan No. 502, for period January 01, 2012 through December 31, 2012. 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 Minnesota Life Insurance Company to all pay life insurance claims incurred under the terms of the plan. The total premiums paid for the plan year ending December 31, 2012 were \$2,356,195.

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, 2012, the premiums paid under such "experience-rated" contract were \$2,356,195 and the total of all benefit claims paid under the contract during the plan year was \$2,175,437.

### **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:

- insurance information, including sales commissions paid by insurance carriers;

To obtain a copy of the full annual report, or any part thereof, write or call the office of Marathon Oil Company in care of R. L. Sovine Jr. at 5555 San Felipe Road, Houston, TX 77056-2723, or by telephone at (713) 629-6600.

You also have the legally protected right to examine the annual report at the main office of the plan (Marathon Oil Company, 5555 San Felipe Road, Houston, TX 77056-2723) 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 ACCIDENTAL DEATH & DISMEMBERMENT PLAN OF MARATHON OIL COMPANY**

This is a summary of the annual report of the Accidental Death & Dismemberment Plan of Marathon Oil Company, EIN 25-1410539, Plan No. 501, for period January 01, 2012 through December 31, 2012. 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 Minnesota Life Insurance Company to pay all death benefits and accidental death & dismemberment claims incurred under the terms of the plan. The total premiums paid for the plan year ending December 31, 2012 were \$100,964.

## **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:

- insurance information, including sales commissions paid by insurance carriers;

To obtain a copy of the full annual report, or any part thereof, write or call the office of Marathon Oil Company in care of R. L. Sovine Jr. at 5555 San Felipe Road, Houston, TX 77056-2723, or by telephone at (713) 629-6600.

You also have the legally protected right to examine the annual report at the main office of the plan (Marathon Oil Company, 5555 San Felipe Road, Houston, TX 77056-2723) 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 OCCUPATION ACCIDENTAL DEATH BENEFIT PLAN OF MARATHON OIL COMPANY**

This is a summary of the annual report of the Occupation Accidental Death Benefit Plan of Marathon Oil Company, EIN 25-1410539, Plan No. 522, for period January 01, 2012 through December 31, 2012. 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 Minnesota Life Insurance Company to pay all death benefit claims incurred under the terms of the plan. The total premiums paid for the plan year ending December 31, 2012 were \$57,000.

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, 2012, the premiums paid under such "experience-rated" contract were \$57,000 and the total of all benefit claims paid under the contract during the plan year was \$0.

## **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:

- insurance information, including sales commissions paid by insurance carriers;

To obtain a copy of the full annual report, or any part thereof, write or call the office of Marathon Oil Company in care of R. L. Sovine Jr. at 5555 San Felipe Road, Houston, TX 77056-2723, or by telephone at (713) 629-6600.

You also have the legally protected right to examine the annual report at the main office of the plan (Marathon Oil Company, 5555 San Felipe Road, Houston, TX 77056-2723) 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.