

NOTICE REGARDING WELLNESS PROGRAM

The Marathon Petroleum Wellness Program is a voluntary wellness program available to employees. The program is administered according to federal rules permitting employer-sponsored wellness programs that seek to improve employee health or prevent disease, including the Americans with Disabilities Act of 1990, and the Genetic Information Nondiscrimination Act of 2008, among others. One of the benefits provided under the program is a voluntary Health Assessment, which is designed to educate members about the benefits of good health. The Health Assessment involves answering a series of questions about your health-related activities and behaviors and whether you have or had certain medical conditions (e.g., cancer, diabetes, or heart disease). You may also submit, as part of the Health Assessment, biometric screening information that you obtain either through voluntary participation in an on-site biometric screening event or by visiting your personal physician for an annual wellness visit. Also, in completing the Health Assessment, you may choose to submit your biometric screening results, which includes information such as your height, weight, blood pressure, total cholesterol, HDL, LDL, triglycerides, and glucose levels. This information will be used to provide you with a Health Summary, designed to give you an overview of your health strengths and challenges as well as personalized suggestions for maintaining and improving your health. You are not required to complete the Health Assessment or to receive biometric screenings. You also may choose to complete the Health Assessment without submitting biometric information, and you will still be eligible for the incentives described below.

Employees who choose to participate in the Health Assessment will receive a \$50 cash incentive paid one time per calendar year through company payroll and subject to normal payroll taxes. Although you are not required to complete the Health Assessment, only employees who complete the Health Assessment will receive the incentive.

In addition, employees who complete the Health Assessment are also eligible for the Wellness Expense Benefit reimbursement, which assists employees with payment for fitness and exercise club memberships, activities and classes, and the Weight Watchers™ Weight Management reimbursement. In addition, employees who complete the Health Assessment and who participate in additional wellness activities can earn points towards eligibility for a prize drawing. If you are unable to participate in any of the health-related activities, you may be entitled to a reasonable accommodation. You may request a reasonable accommodation by contacting the Well ALL Ways Program Coordinator at wellallways@marathonpetroleum.com or 419.421.3049.

The information from your Health Assessment and the results from your biometric screening will be used to provide you with information to help you understand your current health and potential risks, and may also be

used to offer you services through the wellness program, such as lifestyle management coaching or tobacco cessation program. You also are encouraged to share your results or concerns with your own doctor.

Protections from Disclosure of Medical Information

We are required by law to maintain the privacy and security of your personally identifiable health information. Although Marathon Petroleum Company LP (“MPC”) may receive and use aggregate information collected through the wellness program to design a program based on identified health risks in the workplace, MPC does not receive personally identifiable information entered by employees in completing the Health Assessment. The information you enter when completing the Health Assessment is not accessible to anyone at MPC. MPC employees who oversee the wellness program only receive information needed to administer the program incentives and reports showing aggregate results of the Health Assessment and program participation to identify trends and more accurately target wellness activities for the population as a whole. MPC has contracted with HealthFitness, a third party wellness program vendor, to conduct the on-line Health Assessment and manage the HealthFitness online portal. HealthFitness will not disclose any of your personally identifiable information either publicly or to anyone MPC, except as necessary to administer the incentives, or as expressly permitted by law. Medical information that personally identifies you that is provided in connection with the wellness program will not be provided to your supervisors or managers and may never be used to make decisions regarding your employment.

Your health information will not be sold, exchanged, transferred, or otherwise disclosed except to the extent permitted by law to carry out specific activities related to the wellness program, and you will not be asked or required to waive the confidentiality of your health information as a condition of participating in the wellness program or receiving an incentive. Anyone who receives your information for purposes of providing you services as part of the wellness program will abide by the same confidentiality requirements. The only individual(s) who will receive your personally identifiable health information for purposes of providing you services that you voluntarily request are registered nurses, health coaches, health advisors or other health professionals employed by HealthFitness.

In addition, all medical information obtained through the wellness program will be maintained separate from your personnel records, information stored electronically will be encrypted, and no information you provide as part of the wellness program will be used in making any employment decision. Appropriate precautions will be taken to avoid any data breach, and in the event a data breach occurs involving information you provide in connection with the wellness program, we will notify you immediately.

You may not be discriminated against in employment because of the medical information you provide as part of participating in the wellness program, nor may you be subjected to retaliation if you choose not to participate.

If you have questions or concerns regarding this notice, or about protections against discrimination and retaliation, please contact Well ALL Ways Program Coordinator at wellallways@marathonpetroleum.com or 419.421.3049.