



**WE'VE GOT
YOU COVERED**

COMPENSATION, BENEFITS AND MORE

Rewards and recognition for performance



Competitive Pay

Base pay for each position reflects the requirements of the job, the market demand for the skills, and where the work is located.

Annual Cash Bonus

All regular full-time and regular part-time employees are eligible for our Annual Cash Bonus program. It is based on three components: corporate performance metrics, organizational strategic performance and individual accomplishment.

Long Term Incentive Program

Our annual Long Term Incentive Plan grants restricted stock to employees based on a combination of factors including individual performance, living our corporate values, and market conditions. While all exempt employees are eligible for this award, it is discretionary.

Recognition

We recognize exceptional team and individual achievements in many ways, including our MarAwards immediate recognition program, team celebrations and formal service awards.

You, your family and your future



Health Plan

Employees can choose from two comprehensive Health Plan options. Coverage for prescription drugs, emergency care and hospitalizations is provided with these options. We also offer our employees dental and vision coverage.

Health Savings Account

Marathon Oil contributes to a tax-advantaged Health Savings Account based on which Health Plan option you select and your coverage level. This money can be used for healthcare costs; unspent funds remain in the account for future use.*

Adoption Assistance

Because families are created in different ways, we reimburse a significant portion of qualifying adoption expenses.

Parental Benefits

As part of our Family Leave Plan, we provide eligible employees with paid time away from work following the eligible birth or adoption of a child.

Retirement Savings

Marathon Oil matches employee contributions to our 401(k) plan up to 7% of eligible earnings. We provide a variety of investment offerings and company contributions are vested after three years of service.

Retirement Plan

From the first day on the job, eligible employees are enrolled in a retirement plan 100% funded by Marathon Oil. Funds are vested after three years of service.

Your life, only better



Vacation

We offer a generous paid vacation schedule based on length of service. We also offer 10 paid holidays per year.

Flexible Work Arrangements

Talk with your recruiter about flexible work schedules that may be offered at your location.

Wellness Program

Marathon Oil offers comprehensive wellness benefits, including access to a health risk assessment, biometric screenings, coaching and education. Even better: rewards for healthy choices.

Educational Reimbursement

We encourage employees to expand their knowledge by reimbursing many costs for tuition, books and fees.

You give, we give



Community Involvement Programs

We are enthusiastic about helping the communities in which we work, and encourage our employees to get involved through company-supported volunteer and service programs.

Matching Gifts Programs

Marathon Oil doubles the impact of employees' gifts to qualified educational institutions by contributing an amount equal to an employee's gift of \$50 or above.

For other charities, our workplace giving campaign matches employee contributions to any approved 501(c)(3) charity that Marathon Oil supports.*

Make a difference
visit www.marathonoil.com/careers

*Applies to U.S. payrolled employees only
Marathon Oil's policies, plans, practices and procedures may be amended, terminated or changed at any time at the sole discretion of the Company.
If that should occur, the material in this document will be superseded and the provisions of the actual official plan documents will control.
If there are discrepancies between this document and the official plan documents, the actual plan documents will always govern.

