



2020 WELL ALL WAYS INCENTIVE PROGRAM

The Well ALL Ways Incentive Program is an important part of Marathon's commitment to the health and wellness of our employees and their spouses/domestic partners. The program provides incentives as a reward for voluntarily completing a preventive physical, online health assessment and other wellness activities. Eligible employees can earn up to a \$600 payroll stipend and opportunities to be entered into quarterly raffles.

ELIGIBILITY

- Q: What employees are eligible to participate in the Well ALL Ways Incentive Program?**
Regular full-time and part-time employees are eligible to participate. Speedway employees, contractors, interns and casual employees are excluded from participation in the program.
- Q: Can I still participate in the program if I'm not a member of an MPC Health Plan?**
All eligible employees may participate and earn the incentives regardless of health plan coverage.
- Q: Can family members participate in the program?**
Spouses/domestic partners who are enrolled in an MPC Health Plan are eligible to participate in the program. This includes those spouses/domestic partners enrolled in a Marathon Petroleum Health Plan, Marathon Petroleum Dental Plan or Marathon Petroleum Vision Plan. Spouses/domestic partners who are not enrolled an MPC Health Plan and dependents are not eligible for the program at this time.
- Q: Are retirees eligible for the incentive program?**
No. Retirees are not eligible for the Well ALL Ways Incentive program.
- Q: Are new employees eligible for the incentive program?**
Employees (excluding Speedway employees, contractors, interns and casual employees) hired in 2020 are eligible to earn the incentive if all requirements are completed between their new hire activation date and the Dec. 31, 2020, deadline.

PROGRAM INCENTIVES

- Q: What incentives can I earn for participation?**
Well ALL Ways Incentive Program offers the following for completing healthy actions:
- **Payroll Stipend:** Employees can earn a \$400 taxable payroll stipend for the completion of an online health assessment and an annual preventive physical by their primary care provider in 2020. Submission of a completed 2020 Preventive Physical Form is required. Employees can earn an additional \$200 if an eligible spouse/domestic partner also has an annual preventive physical and submits a completed 2020 Preventive Physical Form in 2020. Spouses/domestic partners do not need to complete the online health assessment as part of the incentive but must register on the wellness portal.
 - **Healthy Activity Points:** Eligible employees and spouses/domestic partners can complete wellness activities to earn Healthy Activity Points. Participants will be entered into quarterly drawings for \$50 gift cards by earning 250 points per quarter in 2020. An additional drawing will be held for participants who earn 1,000 Healthy Activity Points in 2020.
- Q: Do I need to complete my online health assessment to be eligible for the incentive?**
Yes. Along with submitting the preventive physical form, you need to complete the online health assessment to receive the incentive. Both steps must be completed no later than Dec. 31, 2020.

Q: If my spouse/domestic partner and I are both MPC employees, can we each earn \$400?
Yes. You can each earn the full incentive by each of you completing an annual preventive physical and online health assessment.

Q: How will my spouse/domestic partner receive their incentive?
The incentive for a spouse/qualified domestic partner will be paid out on the employee's paycheck. To receive the incentive, the employee and spouse/domestic partner must both complete their incentive requirements by Dec. 31, 2020.

Q: How will I know when I'm being awarded the incentive(s)?
Log in to your wellness portal account at www.mympcwellallways.com and click on the "My Current Progress" tab at the top. If both the annual preventive physical and the online health assessment are marked as complete, you should have already received your incentive or payment will be issued in one to two pay periods.

GETTING STARTED

Q. What is the new Well ALL Ways wellness portal?
The wellness portal is at www.mympcwellallways.com. Once you register, you'll have access to a personalized dashboard where you can:

- Track your incentive progress
- Access a wealth of well-being resources like workout videos and recipes
- Sign up for health coaching
- And much, much more

Q. Am I required to register for the wellness portal to participate in the program?
Yes. Both employees and eligible spouses/domestic partners must register on the portal. Registration allows participants to complete the health assessment and/or earn points toward Well ALL Ways incentives, you must sign up at www.mympcwellallways.com.

Q. I participated in the Well ALL Ways Incentive Program last year. Can I use my same login information for the new portal?
No. All past and new participants must register as new users on the new wellness portal.

Q: How do I register for the new portal?
Follow these steps to register for a new portal account.

1. Visit www.mympcwellallways.com.
2. Click the "Sign Up" button.
3. Select your affiliation from the drop-down.
4. Enter your name, date of birth and employee ID.
Spouses/domestic partners can enter the employee's ID but will need to add an "S" at the end. (Example: 12345678S)
5. Provide your email address. (This email address will be your username.)
6. Create a password.
7. Click to accept the Terms of Service.
8. Click "Sign Up".
9. Accept GINA and Privacy Policy terms.

The health assessment will begin immediately after the registration process is completed. But select "Complete Later" if you prefer to skip it. You will then be prompted to join a team to complete the registration process. To get started, select "TEAM OF ONE." You can always create or join a team later.

ANNUAL PREVENTIVE PHYSICAL

Q: When do I need to complete an annual preventive physical?

Your annual physical must be completed by your primary care provider any time in 2020 (January 1 to December 31). You will need to submit a completed Preventive Physical Form by Dec. 31, 2020, to earn the incentive.

Q: Who falls under the definition of a primary care provider?

To receive the wellness incentive, the primary care provider must be the physician, nurse practitioner or physician's assistant who you and/or your family visits for general medical needs such as personal illness, well visits and management of chronic diseases (i.e., diabetes or high cholesterol). This primary care provider is your "family doctor" and may include approved providers such as cardiologists, endocrinologists and OB/GYNs.

Q: What if I do not have a primary care provider?

MPC Health Plan members can visit Anthem.com to locate in-network primary care providers in the area. Non-Health Plan members should contact their own Health Plan Administrator.

Q: I receive an annual physical for my job. Does this count toward the wellness incentive?

No, only a preventive physical with your primary care provider qualifies to earn the incentive. Work-related physicals do not qualify to earn the incentive.

Q: How much does an annual preventive physical cost?

An annual preventive physical with an in-network primary care provider should be covered at 100% through Marathon-sponsored health plans.

Q: Will I be eligible to earn the wellness incentive if my visit with my primary care provider is considered "diagnostic" and not "preventive"?

Yes, you will still be eligible to earn the incentive if your primary care provider completes the required sections on the preventive physical form. Preventive physicals can be considered a "diagnostic" visit if the provider determines there is something that needs to be further examined. In some cases, diagnostic visits may not be covered in full, and the participant could be subject to charges associated with the visit.

Q: What should I do if I was charged for my annual preventive physical?

Reach out to your physician's office and ask if your preventive physical was coded correctly. If needed, you can also reach out to your health plan carrier, such as Anthem, to ask if it was processed correctly.

PREVENTIVE PHYSICAL FORM DOCUMENTATION REQUIRED

Q: What documentation is required when submitting for an annual preventive physical?

A completed 2020 Annual Preventive Physical Form must be submitted by Dec. 31, 2020. You and your physician must both sign the form for it to be processed successfully. An Explanation of Benefits (EOB) from your insurance provider is not required.

Q: Where can I find the 2020 Annual Preventive Physical Form?

The form is available at www.mympcwellalways.com. Log in to your wellness portal to download the form from the preventive physical slider or by clicking the "My Current Progress" tab. Print and take the form to your preventive physical and have your primary care provider complete and sign.

Q: Does my primary care provider need to complete the form with my biometric values?

While your biometric values are not required for your form to be processed, it is recommended that your provider includes them on the form so they can be uploaded to the new portal. You'll be able to see your vitals year over year and any improvements as you practice healthy habits.

Q. What if I forget to bring the Preventive Physical Form to my appointment?

A completed form, including the primary care provider's signature and contact information, is required to receive the wellness incentive. If you forget your form, revisit your primary care provider to obtain their signature.

Q: How do I submit the required paperwork?

You can securely upload your Preventive Physical Form online at www.mympcwellalways.com. To find the option to submit, log in to your portal account and click the preventive physical slider link or the "My Current Progress" tab. The form is submitted to StayWell's partner TotalWellness for processing. If you cannot submit online, you can send a secure fax to 402-939-0604.

Q: What is the deadline to submit the required documentation to be eligible for the incentive?

The deadline to submit your Preventive Physical Form to qualify for the 2020 incentive is Dec. 31, 2020. Late submissions will not be accepted, so make sure to plan early to meet the deadline.

Q. How do I know if my form was received and processed?

You will receive an email to the address provided on your form within two business days of submission. The email will confirm whether it was successfully processed or notify you about any issues. If you do not receive a confirmation within two business days, please resubmit your form.

Q. Where can I see that I have earned the credit for submitting my form?

Employees who have already submitted their form will see the credit on their wellness portal dashboard. To check completion status, log in to www.mympcwellalways.com and click the "My Current Progress" tab. Credit for submitted forms will be posted within 10 business days.

Q. What steps can I take to be sure my form is processed?

Make sure you have printed clearly. Also double-check that your form includes signatures from you **and** your primary care provider. Include a valid email address on your form to receive a notification confirming whether your form has been successfully processed. Submission instructions are included on the form. After you submit your form, you will receive a notification confirming receipt within two business days. If you don't receive a notification, resubmit the form.

HEALTH ASSESSMENT

Q. What is the health assessment?

The health assessment is a 10-minute online questionnaire that is designed to help you discover how your everyday habits affect your health. With the results and recommendations you receive, you can identify habits you can adjust to feel your best.

Q. When do I need to complete the online health assessment?

You need to complete the health assessment by Dec. 31, 2020, to receive the incentive.

Q. How do I complete a health assessment?

The health assessment must be completed at www.mympcwellalways.com. You will be asked if you want to do the health assessment immediately following the registration process. You can also choose to complete it later. If so, look for the health assessment link in the left-side navigation to do it at any time. Of course, it can be beneficial to do it right away.

HEALTHY ACTIVITY POINTS & TRACKING

Q: How do I track my activities to earn Healthy Activity Points?

Start by visiting the wellness portal at www.mympcwellalways.com. You can complete a health assessment, log preventive care screenings, sync an activity tracker, participate in challenges and more. Click the "My Current Progress" tab to track your progress in the program.

Q: Can I use activities I completed prior to 2020?

No. All activities including preventive screenings must be completed in 2020.

Q: If I have physical disabilities, will I still be able to earn the incentive?

Yes. The Well ALL Ways Incentive Program focuses on self-awareness and preventive care and has been developed to accommodate all levels of fitness and abilities.

Q: Can I participate in this program via my smartphone?

Yes. StayWell has a website that you can use to complete your activities and track your Healthy Activity Points from your smartphone. A mobile app will become available in 2020.

Q: How do I sync my device tracker to the program?

To sync a device, simply click the transmitter icon in the upper right navigation and select "Sync Devices/Apps." Select "Choose Source" and select the source you'd like to connect. You'll be prompted to enter the login credentials for your selected device/app.

Q: Which device trackers work with the program?

Most major device trackers are compatible with the wellness portal. These include Nokia (Withings), iHealth, Fitbit, MapMyFitness, Runkeeper, Strava, Movable, Misfit, Garmin, Fatsecret, MyFitnessPal, Vitadock, Microsoft Health, Apple Health kit (mobile app only). Syncing to Apple Health is not available at this time.

Q: Can I connect multiple trackers?

Yes, but the wellness portal will not combine your tracker totals. It only pulls the highest number from your trackers each day, and you can manually go back and adjust if necessary.

ADDITIONAL INFORMATION AND RESOURCES

Q: Who is StayWell?

StayWell is an independent company with more than 35 years of experience in the health and wellness industry. But more than that, they are a team that knows how to engage, educate and motivate people to become active participants in their own health and well-being. StayWell will be a partner with us in administering the Well ALL Ways Incentive Program, managing the wellness portal, and bringing you exciting new ways to earn incentive points.

Q: How will StayWell manage my privacy?

As a business associate of Marathon, StayWell is under contractual obligation to protect the information they maintain and adhere to HIPAA privacy and security regulations.

Q: Who will see my personal health information?

The self-reporting tracker tool will not ask for personal health information or test results. The online health assessment will collect results and those will be tabulated. StayWell will provide Marathon combined group data and no personal individual data will be shared with Marathon.

CONTACT INFORMATION

Q: Who do I contact if I have a question about the Well ALL Ways Incentive Program?

- A Well ALL Ways Champion can provide assistance if your site or organization has one.
- Your HR Manager or HRC can also provide assistance.
- Contact Well ALL Ways at WellALLWays@MarathonPetroleum.com or 866-808-5706.
- For questions regarding the portal, contact the StayWell HelpLine by emailing MPCSupport@StayWell.com or calling 877-711-9311.
- HelpLine hours are Monday – Thursday, 8 a.m. – 8 p.m.; Friday, 8 a.m. – 6 p.m.; and Saturday from 8 a.m. – 1 p.m. (CST).