

**Marathon Petroleum Company, LP
El Paso Refinery**

SETTLEMENT AGREEMENT

This Agreement is made and entered into February 26, 2021, between Marathon Petroleum Company, with a Refinery and Terminals at El Paso, Texas, herein referred to as the "Company," and Local No. 351, International Union of Operating Engineers, AFL-CIO, herein referred to as the "Union." This Agreement shall extend the Agreement between the parties that otherwise would expire on April 7, 2021 under the terms enumerated below.

The Parties agree as follows:


1. The current Collective Bargaining Agreement will be extended through April 7, 2024.
2. The Company will pay general wage increases to all classifications at the El Paso Refinery with the exception of the "red circled" Operators identified in the Unit Operator MOA executed on February 1, 2021:
 - a. Year 2021 – 2%, plus a 2% lump sum effective upon ratification.
 - b. Year 2022 – 2%, plus a 1.5% lump sum effective on March 27, 2022.
 - c. Year 2023 – 2.5%, plus a 1.0% lump sum effective on April 9, 2023.
3. Lump sum payments will be calculated upon wages after any percentage increases and will be paid on a 2080 hour per year basis.
4. Should the NOBP increase exceed 3.5% in 2022 employees will receive a wage increase equal to the NOBP increase instead of the increase identified in 2(b), however, no lump sum increases will be provided to any employees.
5. Should the NOBP increase exceed 3.5% in 2023 employees will receive a wage increase equal to the NOBP increase instead of the increase identified in 2(c), however, no lump sum increases will be provided to any employees.
6. Percentage wage increases outlined above do not apply to "red-circled" Operators that were part of the 2021 Unit Operator MOA executed on February 1, 2021, until such time as the annual increases exceeds the rate of pay that the "red circled" Operators are currently earning.
7. "Red-circled" Operators that were part of the 2021 Unit Operator MOA executed on February 1, 2021, will receive the lump sum's identified in number 2 above on the effective dates numerated in number 2. If the conditions enumerated in number 4 or number 5 above are met the "red-circled" unit operators will receive no lump sum.
8. All current MOU(s) and LOA(a) shall remain in full force and effect during the term of this extension.

9. All other terms in the Collective Bargaining Agreement will remain in place unless the parties mutually agree to modify them.

10. The parties agree to meet and discuss issues beginning on May 1, 2021 unless the parties mutually agree to meet sooner or at a later date. Any changes to the Collective Bargaining Agreement will be mutually agreed to by the parties.

Agreed to on this 26th day of February, 2021.

For the Company:

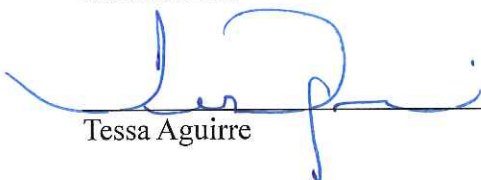

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For the Union:

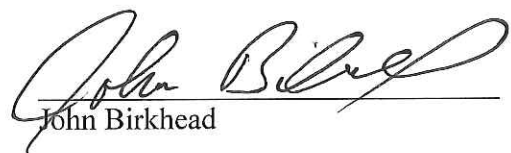

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