

# Common Law Marriage

## Certification of Common Law Spouse Relationship



### Employee Information (Please print)

|                  |                   |                       |                        |                      |
|------------------|-------------------|-----------------------|------------------------|----------------------|
| <i>Last Name</i> | <i>First Name</i> | <i>Middle Initial</i> | <i>Employee Number</i> | <i>Date of Birth</i> |
| <i>Address</i>   | <i>City</i>       | <i>State</i>          | <i>Zip Code</i>        | <i>Gender</i>        |

### Common Law Spouse Information (Please print)

|                  |                   |                       |  |                      |
|------------------|-------------------|-----------------------|--|----------------------|
| <i>Last Name</i> | <i>First Name</i> | <i>Middle Initial</i> | <i>Social Security No. / Employee No.*</i> | <i>Date of Birth</i> |
| <i>Address</i>   | <i>City</i>       | <i>State</i>          | <i>Zip Code</i>                            | <i>Gender</i>        |

\*Employee Number if also a Marathon Petroleum Company Employee

### Declaration

We hereby attest that, on or about \_\_\_\_\_ (date), \_\_\_\_\_ (“Employee Name”) and \_\_\_\_\_ (“Spouse Name”) established a common law marriage. We have satisfied the requirements of the State of \_\_\_\_\_ for treatment of our relationship as a common law marriage.

We understand that Marathon Petroleum Company (“MPC” or “the Company”) benefit plans will not recognize a common law spouse as an eligible dependent or beneficiary (unless otherwise required under state or federal law) without completion of this Certification of Common Law Marriage.

We understand that a common law marriage can only be dissolved by death or a formal divorce. We agree to notify the Company within thirty-one (31) days of the dissolution of our common law marriage and to submit a court order in the event of a divorce or a death certificate in the event of death.

We understand that providing false information or concealing important facts can be considered a violation of the law and may be punishable by a fine, imprisonment, or both. We further understand that it can result in (1) adverse tax consequences to the employee and intended common law spouse, (2) the Company’s recovery of any benefits improperly paid, and/or (3) the employee being subject to disciplinary action up to and including termination of employment.

We declare that we are common law married in accordance with the following:

1. We live in the same household as husband and wife or as the same gender equivalent.
2. We each consent to being married to the other, we have an actual and mutual agreement that we are married, and we intend that we actually are husband and wife or as the same gender equivalent.
3. We hold ourselves out as a married couple (typically this means some or all of the following: using the same last name, referring to the other as “my husband” or “my wife” or as the same gender equivalent, noting marital status as “married” on records/applications/documents, filing joint income tax returns, holding joint accounts and joint ownership of assets, engaging in a committed relationship of mutual caring and support, being jointly responsible for each other’s common welfare and sharing financial obligations).
4. **Attached to this certification is a copy of formal documentary evidence of a common law marriage. One of the following must be provided: 1) certificate of common law marriage/informal marriage (or other comparable document) issued by a county clerk’s office or other authorized issuer within the State in which the common law marriage was established; or 2) copy of most recent federal income tax return (whether filed jointly or separately) indicating filing status as “married” that includes name of common law spouse; or 3) legal opinion letter from an attorney that concludes the couple meets the requirements of a common law marriage.**

# Common Law Marriage

## Certification of Common Law Spouse Relationship



We are each legally free to consent to marriage, including:

1. We are each at least 18 years of age.
2. We are each mentally competent to consent to marriage.
3. We are not related by blood to a degree of closeness that would prevent marriage under the laws of the state in which we reside.
4. Neither of us is currently married to another person (which means that any prior marriage, including any common law marriage, has been terminated by death or divorce).

### Acknowledgements

We acknowledge that:

1. We are required to provide documentation substantiating this common law marriage.
2. We understand that signing this certification could be enough to establish a common law marriage that might not otherwise be held to exist and could bring with it the full legal consequences of a marriage.
3. The Company's recognition of our common law marriage will apply to all Company policies and benefit plans, including but not limited to the Marathon Petroleum Retirement Plan and Marathon Petroleum Thrift Plan. Among other consequences, this means that when required by law or the terms of an affected Plan, spousal consent will be required for certain distributions and changes in beneficiaries.
4. We have an obligation to notify the Company within 31 days of the earliest of a) the death of my common law spouse, or b) divorce from my common law spouse.
5. Marathon Petroleum Company LP is not providing legal or tax advice and we have been advised to consult an attorney or tax advisor regarding the possible legal or tax implications of signing the *Marathon Petroleum Certification of Common Law Marriage*.

### Certification

We certify the information contained in this *Marathon Petroleum Certification of Common Law Marriage* is true and correct and understand that a false declaration may result in termination of any benefit plan coverage under the terms of the employee's employment with Marathon Petroleum Company. In the event of a false declaration, the Company and the respective benefit plans may recover damages for all costs and expenses incurred as a result of such false declaration, including, without being limited to, attorney's fees incurred by the Company to recover such costs and expenses. I further understand that knowingly providing false information to the Company could result in employee disciplinary action, up to and including termination.

Employee Signature: \_\_\_\_\_ Date: \_\_\_\_\_

Common Law Spouse Signature: \_\_\_\_\_ Date: \_\_\_\_\_

This form should be uploaded in Workday when adding your common law spouse to benefits. For instructions on how to add your common law spouse to benefits visit [myMPCbenefits.com](https://myMPCbenefits.com). MPC Benefits Service Center | Phone: 1-888-421-2199, Option 1, then Option 3.

Web: [www.myMPCbenefits.com](https://www.myMPCbenefits.com) | Email: [benefits@marathonpetroleum.com](mailto:benefits@marathonpetroleum.com)