



health savings account (HSA)

An HSA is a personal account separate from your Chevron benefits.

Must enroll in a high deductible health plan to *open* or *contribute*.

- **High Deductible Health Plan (HDHP)**
- **High Deductible Health Plan Basic (HDHP Basic)**

You can choose an HSA from any institution that offers them, but open a BenefitWallet HSA and you can contribute via **pre-tax payroll deductions**.

Chevron contributes.

Chevron will contribute if you have an open BenefitWallet HSA and you're enrolled in the HDHP or HDHP Basic as of January 1, 2019.

The IRS limits your annual contributions.

2019 IRS HSA limits:

Individual: **\$3,500** | Family: **\$7,000**

You are allowed to make an extra \$1,000 in catch-up contributions starting in the calendar year you turn age 55.

Any money you contribute to an HSA is yours.

It rolls over from year to year and you can use it to pay for qualified medical expenses now or at any time in the future, regardless of the medical plan you're enrolled in at the time.

You can invest the money in your account.

When you reach a certain balance, you can invest the money in your account among any of the investment choices offered by your HSA provider.

There is a one-time account opening requirement. **You do not need to re-enroll every year**, but you should monitor your contributions against annual IRS limits.

You can start, stop, or change your HSA contributions at any time.

If you retire or leave Chevron, you can take your HSA with you.



health care spending account (HCSA)

The HCSA is a flexible spending account plan offered as part of your total Chevron benefits package.

Cannot be enrolled in a high deductible health plan to participate. You can be enrolled in:

- **Medical PPO Plan**
- **Medical HMO Plans**

This is a benefit plan, so if enrolled, you'll contribute via **pre-tax payroll deductions**.

Chevron does not contribute.

The IRS limits your annual contributions.

The 2019 flexible spending account limit is **\$2,650**. There are no catch-up contributions.

This account does not roll over.

The money you contribute must be spent by December 31 and you have until June 30 of the following year to submit claims for qualified expenses. After that, any unspent and unclaimed money will be forfeited.

You cannot invest the funds in your account, and your account does not earn interest.

You must re-enroll every year during open enrollment to participate.

Your open enrollment election to participate and the amount you choose to contribute applies until December 31. It generally cannot be changed.

If you retire or leave Chevron, your HCSA will not go with you, unless you elect to continue it through COBRA.