



good to know

health and welfare benefits when you leave chevron

excerpts

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This overview is provided to help you understand how your health and welfare benefits may change and the steps you may need to take when your employment with Chevron ends.

This information is a general overview intended to cover some but not all situations. Not all the benefits discussed here will apply to you and not all discussions will apply to your specific situation.

This communication provides only certain highlights about changes of benefit provisions. It is not intended to be a complete explanation. If there are any discrepancies between this communication and the legal plan documents, the legal plan documents will prevail to the extent permitted by law. There are no vested rights with respect to Chevron health care plans or any company contributions towards the cost of such health care plans. Rather, Chevron Corporation reserves all rights, for any reason and at any time, to amend, change or terminate these plans or to change or eliminate the company contribution toward the cost of such plans. Such amendments, changes, terminations or eliminations may be applicable without regard to whether someone previously terminated employment with Chevron or previously was subject to a grandfathering provision. Some benefit plans and policies described in this document may be subject to collective bargaining and, therefore, may not apply to union-represented employees.



key contacts

Human Resources Service Center (HR Service Center)

The phone number hasn't changed, but during the transition, be sure to listen to the options carefully to ensure you speak with the correct representative to assist you.

- 1-888-825-5247
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BenefitConnect | COBRA

Contact BenefitConnect | COBRA for questions, enrollment, changes or billing regarding Chevron COBRA coverage.

- 1-877-292-6272 (858-314-5108 outside the U.S.)
 - <https://cobra.ehr.com>
 - You'll receive personalized website access information in your enrollment package.
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ViaBenefits (Formerly OneExchange)

Contact ViaBenefits by phone or online to enroll, manage or ask questions about the Retiree HRA Plan or post-65 individual medical, prescription drug, vision or dental benefits.

- 1-844-266-1392 (Inside the U.S.)
 - 1-801-994-9805 (Outside the U.S.)
 - my.viabenefits.com/chevron
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Retiree Benefit Websites

The hr2.chevron.com/retiree website should always be the first place to start to access information and make changes to your retiree benefits. It's especially important to start from this website during the transition to a new benefits platform. That's because the website will contain important instructions and links to guide you through any applicable transition processes, including access to these benefit systems:

Benefits Connection (hr2.chevron.com/benefits-connection)

This is the current benefits website you're already familiar with. You'll continue to use your current PIN password when you access this system during the transition. Continue to access the Benefits Connection website during the transition to:

- Review or update personal information such as your address and phone number.
- Update beneficiary designations.
- Manage your Chevron pension benefits.

BenefitConnect (hr2.chevron.com/BenefitConnect)

This is the new benefits platform we are in the process of transitioning to. Access the new BenefitConnect website during the transition to:

- Manage your 2019 pre-65 health benefits, including 2019 premium payments.
- Manage 2019 retiree life insurance benefits (if available), including 2019 premium payments.

section 5

COBRA continuation coverage

This section applies to you if you were enrolled in health and welfare benefits while employed with Chevron at the time of your termination of employment.

The federal legislation known as the Consolidated Omnibus Budget Reconciliation Act (COBRA) allows certain employees and their covered dependents to continue participation in company sponsored health care plans beyond the time when it would normally end. COBRA coverage applies when certain qualifying events occur, such as a termination of employment. Chevron is *required* to offer you the right to continue your health care coverage under the provisions of COBRA. Pursuant to Chevron policy, your domestic partner and any of your domestic partner's dependent children who are covered by a Chevron health plan on the day before a qualifying event occurs are also eligible for continuation coverage that is similar to COBRA.

This section describes how Chevron COBRA coverage works, the enrollment process, and important considerations you should note before making an enrollment decision.



If you were enrolled in Chevron health and welfare coverage at the time you left Chevron, all terminated employees will receive a **COBRA package** within 44 days of leaving Chevron, even if you're eligible for Chevron retiree medical coverage. The COBRA package is separate from the When You Leave Chevron package you receive from the HR Service Center. The package includes a personalized enrollment worksheet, your costs for coverage, and detailed information about enrollment procedures and payment requirements. You have 60 days from the date the COBRA package is postmarked or your termination date (whichever is later) to elect coverage. Your enrollment will be retroactive to the date your active employee coverage ended, if you elect COBRA coverage within the 60-day deadline.

topics covered in this section

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COBRA coverage highlights

- **COBRA coverage is available for these plans:** medical, dental, mental health and substance abuse, vision plus, health care flexible spending account, Health Decision Support and Healthy Heart.
- **You must make an election** to continue coverage for you and any eligible dependents. Enrollment is not automatic. You have **60 days** from the date the COBRA package is postmarked or your termination date (whichever is later) to elect coverage.
- **COBRA coverage is available for a limited time.** COBRA coverage is typically available for up to 18 months. In some cases, due to disability or subsequent qualifying events, coverage may be available up to 29 or 36 months.
- **The cost for COBRA coverage is 102 percent of the total group cost.** The total group cost is the employee contribution *plus* the company contribution. In general, the company does not contribute to (or subsidize) COBRA coverage. There are some exceptions, though, so see the *Reduced COBRA Coverage Premiums or Subsidies* heading in this section for details.
- **Your enrollment will be retroactive** to the date your active employee coverage ended, if you elect COBRA coverage within the 60-day deadline.
- **You're only eligible to elect COBRA coverage for the plans in which you're enrolled** at the time of your termination of employment. So, if you're not enrolled in Chevron plan(s) at the time of your termination, you cannot elect COBRA coverage.
- **You're only eligible to elect COBRA coverage for eligible dependents that are enrolled** at the time of your termination of employment. And your dependents can only elect continuation coverage for the plans in which they are enrolled at the time of your termination of employment. So, if your dependents are not enrolled in Chevron plan(s), you cannot elect COBRA coverage for those dependents.

Subsidized COBRA

If you're currently eligible for subsidized COBRA due to a qualifying severance, the COBRA enrollment worksheet and your COBRA invoices accurately reflect your current premium payment amount at the subsidized rate. Your enrollment package will also indicate the date your subsidized rates expire. Your invoices will automatically reflect the new monthly premium rate when your six-month subsidized COBRA coverage period has expired; you will not receive a reminder when the subsidy period ends. As a reminder, if you are eligible for Chevron retiree health benefits, you must enroll yourself and any eligible dependents in retiree coverage upon reaching certain enrollment milestones. **Loss of subsidized Chevron COBRA coverage is one of the enrollment milestones for retiree health benefits. This means you may be eligible to enroll yourself and eligible dependents in retiree health benefits when your subsidized COBRA coverage ends. You have 31 days from the loss of subsidized COBRA coverage to report the enrollment milestone and start the retiree health benefit enrollment process, if desired.** See **Section 3** for more information.



COBRA coverage enrollment process

receive enrollment package

When your employment ends, your active employee coverage is terminated until you submit your COBRA elections and payment. All terminated employees will receive a COBRA package within 44 days of leaving Chevron, even if you're eligible for Chevron retiree medical coverage. The package includes a personalized enrollment worksheet, your costs for coverage, and detailed information about enrollment procedures and payment requirements.

enroll for coverage, if desired

Your enrollment package provides instructions for enrollment. In general, to elect COBRA continuation coverage, you'll call or go to the BenefitConnect | COBRA website. Under federal law, you have 60 days after the date of this notice to decide whether you want to elect COBRA continuation coverage. To minimize the lapse in coverage between active employee coverage and COBRA coverage, make your elections and payment as soon as possible. If you do not enroll by your enrollment deadline, you will lose your right to elect COBRA continuation coverage. If you reject COBRA continuation coverage before the enrollment deadline date, you may change your mind as long as you contact BenefitConnect | COBRA before the enrollment deadline date.

submit first payment

Once you've made your enrollment choices, your first invoice will be sent to you in the mail. Your COBRA enrollment elections are not complete until your first payment is received in full. Your first payment must be received no later than 45 days after the date of your election. You can inquire about the amount due for your first payment on the BenefitConnect | COBRA website or by calling BenefitConnect | COBRA. Remember, if you don't make your first payment in full within 45 days after the date of your election, you'll lose all COBRA continuation coverage rights with respect to that qualifying event. You're responsible for making sure that the amount of your first payment is correct.

coverage starts

If you elect to continue coverage, your enrollment will be retroactive to the date your active employee coverage ended. Your coverage will be reinstated and the plan carrier(s) notified once you have completed and returned all required elections and have paid your first premium due. If you incur any eligible health care expenses before the plan carrier(s) have been notified of your reinstated coverage, you can submit a claim directly to your carrier for reimbursement. This means you may have to pay out of your own pocket at the time of service and submit a claim to be reimbursed later.

periodic payments

After you make your first payment for COBRA continuation coverage, you'll have to make periodic payments for each coverage period that follows. The enrollment package you receive will explain the process for making payments and the applicable due dates for ongoing payments.



if you're eligible for retiree health benefits

As you know, all benefits-eligible retirees must enroll in Chevron retiree health benefits and/or the Retiree HRA Plan upon reaching certain **enrollment milestones**. You must also enroll your eligible dependents at certain enrollment milestones. If you miss these select opportunities to enroll, you and your eligible dependents must wait until the next applicable enrollment milestone, if any, to return to Chevron retiree health benefits and/or the Retiree HRA Plan in the future.

If you qualify as an eligible retiree at the time of your termination of employment with Chevron, you can enroll in retiree pre-65 and/or post-65 health benefits at the **Retirement from Chevron** enrollment milestone. However, you can also elect to temporarily continue the employee health benefits for which you (and your eligible dependents) are enrolled through COBRA continuation coverage. **Loss of Chevron COBRA Coverage** is another one of the enrollment milestones for retiree health benefits. This means you may be eligible to enroll yourself and eligible dependents in retiree health benefits when your Chevron COBRA coverage ends.

considerations before you make an enrollment decision ...

- If you choose to enroll in COBRA coverage now and retiree health benefits later, you have **31 days from the loss of Chevron COBRA** coverage to report the enrollment milestone and start the retiree health benefit enrollment process, if desired. If you miss the Loss of Chevron COBRA milestone to enroll, you and your eligible dependents must wait until the next applicable milestone – if any – to enroll in retiree health benefits.
- If you are a pre-65 eligible retiree, you can enroll at the end of **Chevron subsidized COBRA** or at the end of your **Chevron COBRA eligibility period** (generally 18 months).
- If you are a post-65 eligible retiree, you can enroll **when Chevron COBRA ends for any reason**, including the end of Chevron subsidized COBRA or at the end of your Chevron COBRA eligibility period.
- **COBRA coverage may affect future post-65 health coverage choices.** If you choose to participate in COBRA continuation coverage prior to starting Chevron retiree health benefits, there can be a significant impact to your post-65 individual medical and prescription drug plan choices through ViaBenefits due to guarantee issue rules. Contact ViaBenefits to discuss this guarantee issue situation further prior to making an enrollment decision.
- You can add eligible dependents to your coverage at the Loss of Chevron COBRA coverage milestone, but **your dependents must have also been enrolled in Chevron COBRA coverage** to be eligible to enroll in the Retiree HRA Plan and/or health coverage offered to Chevron retirees at the Loss of Chevron COBRA milestone.
- You and your eligible dependents **cannot simultaneously participate in both COBRA and Chevron retiree health benefits**. In addition, you cannot participate in the Retiree HRA Plan and receive a company contribution to the HRA while you participate in COBRA.
- The **costs** for Chevron retiree health coverage and COBRA continuation coverage will differ. Keep in mind the company contributes to retiree health coverage, if you're eligible, but generally doesn't contribute to COBRA continuation coverage (except in limited circumstances).
- There could be implications to access for pre-65 and post-65 health benefits for your eligible dependents **in the event you die** while participating in COBRA continuation coverage. See the **If You Die** chapter of the summary plan description for **Chevron Retiree Health Benefits** posted online at hr2.chevron.com/retiree for more information and additional important considerations.