



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.
-

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 3

retiree health and welfare benefits information, enrollment milestones and enrollment instructions

This section applies to you if you were eligible for health and welfare benefits while employed with Chevron, and you *are eligible* for Chevron retiree medical, dental, and other retiree health benefits after you leave Chevron.

This section provides an overview of retiree health benefits, when you can enroll, who you can cover and how to enroll. The information in this section assumes you, the retiree, are eligible for Chevron retiree health benefits and your dependent(s) also meet the definition of an eligible dependent.



This document provides a basic overview of retiree health benefit information to help you start to understand choices and think about your decisions. It's not intended to be a complete summary. Read further details about the topics described here from the applicable summary plan description posted online at hr2.chevron.com/retiree:

- For **pre-65 health benefits**, see the Chevron Pre-65 Retiree Health Benefits summary plan description.
- For **post-65 health benefits**, see the Chevron Post-65 Retiree Health Benefits summary plan description.

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retiree health benefits overview

Chevron's retiree health benefit choices depend on if you or your eligible dependents are **pre-65** (under age 65) or are **post-65** (age 65 or over). 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.

pre-65 retiree health benefits

Pre-65 (under age 65) eligible retirees and/or their pre-65 eligible dependents participate in generally the same *group health choices* offered to active Chevron employees, with only minor differences. Currently these group health choices may include:

- **Medical PPO Plan (Anthem)***
- **High Deductible Health Plan (Anthem)***
- **High Deductible Health Plan Basic (Anthem)***
- **Medical HMO Plans** - Depending on your zip code.
- **Dental PPO Plan (Delta)**
- **Dental HMO Plan (DeltaCare USA)** - Depending on your zip code.
- **Mental Health and Substance Abuse Plan (Beacon Health Options)** - If enrolled in the Medical PPO Plan, the High Deductible Health Plan or the High Deductible Health Plan Basic and are not eligible for Medicare.

**Includes automatic enrollment in the Prescription Drug Program (Express Scripts) and the Vision Program (VSP) for basic vision benefits.*

post-65 retiree health benefits

Health benefits for post-65 (age 65 or over) eligible retirees and/or their post-65 eligible dependents consist of the following:

- Access to **individual medical, prescription drug, dental and vision coverage** through a private health exchange managed by ViaBenefits.
- Eligibility to participate in the **Chevron Corporation Post-65 Retiree Health Reimbursement Arrangement Plan (Retiree HRA Plan)**. The Retiree HRA Plan is the health reimbursement arrangement that Chevron sponsors for post-65 eligible retirees and their post-65 eligible dependents to receive their company contributions to retiree health coverage. The Retiree HRA Plan can be used to reimburse the monthly premiums for Medicare Part B or any of the individual medical plans offered to Chevron retirees through ViaBenefits. You can also use your Retiree HRA Plan account to pay for any other prescription drug, vision or dental plan premiums.

Post-65 eligible participants *must* be enrolled in both **Medicare Part A** and **Medicare Part B** to enroll in the individual health plans offered through ViaBenefits and to participate in the Retiree HRA Plan.

what's a private health exchange?

Chevron partners with ViaBenefits to provide post-65 eligible retirees and their post-65 eligible dependents with access to a private Medicare exchange. A private exchange, like ViaBenefits, enables you to shop for and enroll in individual Medicare plans.

- The private exchange offers access to **five types of plans** – Medicare Advantage, Medicare Supplement (Medigap), Prescription Drug (Part D), dental and vision. You're permitted to choose from any combination of medical, dental or vision coverage.
- ViaBenefits is separate from the public Health Insurance Marketplace. Private exchanges like this one are **only open to select participant groups**, such as Chevron's post-65 eligible retirees and their post-65 eligible dependents.
- This private exchange is managed by **ViaBenefits**. Chevron does not choose the health plans offered through this exchange or the network providers who contract with the health plans.
- The **insurance carrier** determines what coverage is provided and the monthly premium cost for each of your individual health plans. You'll also communicate directly with the insurance carrier for all administrative matters such as claims for covered services, monthly premium payments, or ID cards.
- The **insurance carrier also determines the rules** surrounding your eligibility for and participation in their plan – who is eligible for coverage, when coverage starts, when coverage ends, and when you can make coverage changes. You have to be a Chevron post-65 eligible retiree or a post-65 eligible dependent of a Chevron eligible retiree to be able to access the plans in the private exchange, but each individual insurance carrier will further determine your eligibility for that particular coverage.

do deductibles carry over into retiree medical coverage?

If you paid all or part of your current annual deductible under your Chevron medical plan as an active employee, the transfer of your retiree deductible depends on your age:

- If you are **pre-65** and enroll in Chevron pre-65 eligible retiree medical coverage in the same medical plan, any amount you've already paid toward your deductible for the plan year will carry over to your retiree plan.
- If you are **post-65**, you cannot continue your current medical coverage. You'll have to start coverage in a new plan for post-65 eligible retirees, so you will have to start over and meet a new deductible (if applicable) under your new plan.



post-65 and living abroad

If you reside outside of the U.S., you generally cannot receive Medicare benefits (unless you live in a U.S. territory), and ViaBenefits does not offer health coverage options outside the U.S. Furthermore, to enroll in post-65 health coverage through ViaBenefits and receive the Chevron company contribution in the Retiree HRA Plan, you must have a permanent U.S. address. For these reasons, if you reside outside the U.S. or in a U.S. territory, you are not eligible to enroll in the individual health coverage offered to Chevron eligible retirees and their eligible dependents through ViaBenefits.



coverage for dependents

The age of your eligible dependent will dictate the health benefits in which they can participate:

- **Pre-65 eligible dependents** can participate in Chevron's pre-65 retiree group health plans if all eligibility requirements are met. Note that you, the eligible retiree, must be enrolled in health coverage offered to Chevron retirees (medical only, dental only or both medical and dental) to cover your pre-65 eligible dependents in Chevron group health coverage.
- **Post-65 eligible dependents**
 - Can participate in the post-65 ViaBenefits individual health coverage if all eligibility requirements are met. Note that, in order for your post-65 eligible dependents to participate, you, the retiree, must be enrolled in at least Chevron retiree **medical** coverage (pre-65 or post-65).
 - Can participate in the Chevron Retiree HRA Plan if all eligibility requirements are met. Note that, to participate in the Retiree HRA Plan, your post-65 eligible dependent must be enrolled in at least **individual medical coverage** through ViaBenefits and you, the retiree, must also be enrolled in at least Chevron retiree **medical** coverage (pre-65 or post-65).
 - Must be enrolled in both **Medicare Part A** and **Medicare Part B** to participate in the post-65 ViaBenefits individual health coverage and the Retiree HRA Plan.
- If there are both **post-65** and **pre-65** eligible participants in your family, pre-65 participants will participate in Chevron group health coverage and post-65 participants will participate in individual health coverage through ViaBenefits.



Don't forget, you must enroll your eligible dependents at certain enrollment milestones. If you miss these select opportunities to enroll, 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. Your opportunities to add dependents at future enrollment milestones may be very limited depending on your age and the age of your dependents. You should also note that Retirement from Chevron is one of the few retiree health benefit enrollment milestones in which you can add eligible dependents to health coverage and/or the Retiree HRA Plan, *even if they were not enrolled in your Chevron health coverage when you left Chevron*. See the **Enrollment Milestones** heading in this section for more information prior to making enrollment decisions.



open enrollment

If you are enrolled in retiree health benefits, you can make changes each year during the open enrollment period, usually held in the fall. Any changes you make during open enrollment will be effective the following January 1.

- **Pre-65 eligible participants** can make open enrollment choices for pre-65 group health coverage through the HR Service Center during the Chevron open enrollment period. Chevron's open enrollment is usually held for two weeks each fall. Pre-65 participants will receive open enrollment instructions and information from Chevron each year before open enrollment begins. You can also go to hr2.chevron.com/openenrollment for more information.
- **Post-65 eligible participants** can make open enrollment choices for post-65 individual health coverage through ViaBenefits during the Medicare open enrollment period. Medicare's open enrollment is usually October 15 through December 7 of each year. Post-65 participants will receive an open enrollment reminder from ViaBenefits each year before open enrollment begins.

As a reminder, open enrollment is not an enrollment milestone. This means if you, the retiree, are not currently participating in the health benefits offered to Chevron eligible retirees, you cannot enroll for coverage during open enrollment. You must wait until you meet the next applicable enrollment milestone – if any – to start participating in Chevron retiree health benefits. See the **Enrollment Milestones** heading in this section for more information.



if you die

Your eligible survivor(s) must take action to report your death to the **HR Service Center** within **31 days** of your death to remain eligible for health coverage, if applicable.

- **Pre-65 eligible survivors** must contact the **HR Service Center within 31 days** of the date of your death to enroll in the health coverage offered to pre-65 survivors.
- **Post-65 eligible survivors** must contact **ViaBenefits within 31 days** of the date of your death to start enrollment in the individual health coverage offered to post-65 survivors. They must also call the **HR Service Center within 31 days** of the date of your death to activate the Retiree HRA Plan. As a reminder, Medicare Part A and Part B is required to enroll in individual health coverage through ViaBenefits and to activate the Retiree HRA Plan.



Read 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.



retiree health benefit enrollment milestones

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. The basic retiree health benefit enrollment milestones are as follows:



When you retire from Chevron.

You can also add eligible dependents to your coverage at this milestone.



At the loss of Chevron COBRA coverage (including Chevron subsidized COBRA).

- Pre-65 eligible retiree, enroll at the end of Chevron subsidized COBRA *or* at the end of your Chevron COBRA eligibility period (generally 18 months).
- Post-65 eligible retiree, enroll when COBRA ends for any reason, including the end of Chevron subsidized COBRA or at the end of your Chevron COBRA eligibility period.
- You can add eligible dependents to your coverage at this 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.

You must call the HR Service Center to enroll within **31 days** of loss of Chevron subsidized COBRA or Chevron COBRA to enroll in retiree health benefits.



When you lose Chevron or other employer group health coverage.

The loss of Chevron or other employer group health plan* coverage is an enrollment milestone. If you — the Chevron eligible retiree — are covered (whether as a primary or as a dependent) under Chevron or another employer's group health coverage and you lose that coverage — regardless of your age — you must call the HR Service Center to enroll within **31 days** of the loss of employer group health coverage. You can add eligible dependents to coverage at this milestone, as long as they are *also* losing the same employer group health coverage. You will be asked to provide proof of loss of employer group health coverage for you and any eligible dependents. In addition, the loss of Chevron or other employer group health plan coverage must be considered a qualifying event that triggers a Medicare Special Enrollment Period (SEP). Contact Medicare directly or go to www.medicare.gov to learn more about Medicare SEPs and the qualifying events that trigger a Medicare SEP.



When you turn age 65 and become Medicare eligible.

Turning age 65 and becoming Medicare-eligible is an enrollment milestone. When you — the Chevron eligible retiree — turn age 65, you may enroll in Chevron retiree health benefits and/or the Retiree HRA Plan at this time. You can also add eligible dependents to coverage at this milestone.

*An employer group health plan is defined as an employee health benefit plan established or maintained by an employer or by an employee organization (such as a union), or both, that provides medical care for participants or their dependents directly or through insurance, reimbursement, or otherwise. Retiree health insurance from a former employer or union, or COBRA continuation coverage are not considered coverage based on current employment and therefore do not qualify as an employer group health plan for purposes of Chevron's retiree health benefit enrollment.

dropping or adding dependents to retiree health coverage at a later date

You can add eligible dependents to the Retiree HRA Plan and/or the health benefits offered to Chevron retirees according to the rules described for each of the enrollment milestones. If you don't add eligible dependents when you enroll at these milestones, your ability to add dependents at a later date depends on your age and the age of your dependent. In addition, it's always your choice to drop eligible dependents from health benefits offered to Chevron retirees, but your ability to add your eligible dependents to retiree health benefits again at a later date also depends on your age and the age of your dependent.

pre-65

You, the retiree, are **pre-65** and enrolled in Chevron pre-65 group health coverage (medical only, dental only or both medical and dental)

- You may add **pre-65 eligible dependents** to Chevron pre-65 group health coverage during Chevron's open enrollment period or within 31 days of a qualifying life event as long as the dependent continues to meet eligibility requirements and both you and your dependent are under age 65.
 - You must wait until the next applicable enrollment milestone – if any – to re-enroll your **post-65 eligible dependent** in the Retiree HRA Plan.
-

post-65

You, the retiree, are **post-65** and enrolled in at least individual medical coverage through ViaBenefits

- You can continue to cover eligible dependents that are already currently enrolled in health coverage offered to Chevron retirees (pre-65 or post-65 coverage), but you cannot enroll any other existing or new dependents that are not currently enrolled or that were previously dropped from coverage, regardless of their age.
-



your dependent's participation is tied to your participation

Your dependent's eligibility to participate in health benefits is tied to your — the retiree's — participation. Keep in mind that if you stop participating in applicable retiree health benefits, your dependent's coverage will also end, including participation in the Retiree HRA Plan.



cost of coverage

You're responsible for contributions to your company-sponsored retiree medical and dental plans. You'll receive detailed payment instructions after you enroll. If your coverage is canceled due to nonpayment, you must wait until the next enrollment milestone – if any – to re-enroll.

- The enrollment worksheet provided to you under separate cover from the Chevron HR Service Center at the time you terminate employment with Chevron will provide more information about the cost for **pre-65 retiree group health coverage** and **retiree life insurance benefits**, if eligible. You can also see **Section 5** for information about how to estimate the 2019 health coverage costs.
- Your COBRA enrollment package will provide more information about the cost for **COBRA coverage**.
- You can contact ViaBenefits for information about the costs for **post-65 retiree coverage** prior to your termination from Chevron. Please note that ViaBenefits cannot provide information about the company contribution to the Retiree HRA Plan, if eligible, prior to leaving Chevron.

company contributions to retiree coverage

If you're eligible, the company currently shares in the cost of your retiree medical and dental coverage.

- The amount of company contribution to **retiree medical** coverage is based on how many points you have when you leave the company and the point scale for which you are eligible. Your points are the total of your age and your years of health and welfare eligibility service. Points do not change after you leave Chevron. In addition, the company contribution is different for pre-65 and post-65 participants.
- The company contribution toward **retiree dental** coverage is a fixed amount that does not vary according to your points.

Retiree health plans generally cost more than employee plans because retirees' health expenses are higher. This means that your premiums may be higher and you'll still need to pay for retiree coverage, even if you receive the maximum starting company contribution of 100%.



retiree health benefit enrollment process

This is information about how to enroll for retiree health benefits for you and your dependents. The information below assumes you, the retiree, are eligible for Chevron retiree health benefits and your dependent(s) also meet the definition of an eligible dependent. It also assumes you are enrolling at any of the approved enrollment milestones.

If you reach an enrollment milestone, you must make a timely election for yourself (and your eligible dependents, if applicable) to enroll in available retiree health benefits, if desired. Coverage is not automatic.

pre-65 eligible participants

- Call the **HR Service Center within 31 days** of an enrollment milestone to report the event and to enroll in pre-65 group health coverage, if applicable.
- Before a dependent's enrollment is processed, you may be required to provide proof of his or her eligibility (such as, a marriage license, a birth certificate or adoption papers, or affidavit of domestic partnership). You'll receive more information about this if it applies to you when you enroll.

post-65 eligible participants

- Start enrollment in **Medicare Part A** and **Medicare Part B** at least **four months in advance** of an enrollment milestone, if you're not already enrolled.
- Call **ViaBenefits three months in advance** of an enrollment milestone to understand and begin the enrollment process. Failure to timely enroll through ViaBenefits could result in a gap in coverage. You will work directly with your own ViaBenefits benefit advisor who will walk you through the entire decision-making and enrollment process. You can also create and update your personal profile on the ViaBenefits website prior to your enrollment appointment. This step is not required, but it does make for an easier and quicker enrollment. If you are currently an active employee, ViaBenefits can also provide information about how your coverage choices might be affected should you decide to participate in COBRA coverage upon retirement. ViaBenefits will be able to advise you of the cost and coverage levels for the individual medical, prescription drug, dental and vision plans available in your area. However, ViaBenefits will not have your monthly company contribution amount to the Retiree HRA Plan until after you leave Chevron.
- Call the **HR Service Center within 31 days** of an enrollment milestone to report the event and activate the Retiree HRA Plan for post-65 eligible participants, if applicable.

Post-65 participants are required to enroll in Medicare Part A (Hospital Insurance) and Medicare Part B (Medical Insurance) to enroll and participate in the post-65 individual health coverage offered to Chevron retirees through ViaBenefits. You must have your Medicare information to enroll through ViaBenefits. If you aren't enrolled in Medicare Part A and Part B or don't have the information, ViaBenefits cannot complete your enrollment. If this situation occurs, it's possible you will experience a gap in health coverage, or in some situations, you will miss the opportunity to participate in retiree health coverage and/or the Retiree HRA Plan until the next enrollment milestone, if any. **For this reason, it's important to take proactive action to enroll in Medicare Part A and Part B; do not wait until on or after an enrollment milestone to act.**



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.