

## enrollment milestones

---

**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.**

All benefits-eligible retirees must enroll in Chevron retiree health benefits and/or the Retiree HRA Plan upon reaching certain **enrollment milestones** as described in this section. 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 enrollment milestones, as described in this chapter, are as follows:

- When you retire from Chevron.
- At the loss of Chevron COBRA coverage (including Chevron subsidized COBRA).
- When you lose Chevron or other employer group health coverage.
- When you turn age 65 and become Medicare eligible.

### **How to Enroll**

See the **Participation** chapter, **How to Enroll** section of this summary plan description for information about how to enroll in the Retiree HRA Plan and/or health benefits offered to Chevron eligible retirees and their eligible dependents.

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.

## When You Retire from Chevron

Your retirement from Chevron is an enrollment milestone.

- **If you or any eligible dependents are pre-65, contact the HR Service Center within 31 days of your termination date to enroll in retiree pre-65 group health coverage.**
  - **If you are a pre-65 eligible retiree**, you must be enrolled in Chevron pre-65 group health coverage (medical only, dental only or both medical and dental) for your pre-65 dependents to also be eligible for Chevron group health coverage. Note that COBRA continuation coverage is not group health coverage.
  - **If you are a pre-65 eligible retiree**, you must be enrolled in *at least* Chevron group **medical** coverage for your post-65 dependents to be eligible for the Retiree HRA Plan.
  - **If you are a post-65 eligible retiree**, you must be enrolled in *at least medical* coverage through OneExchange for your pre-65 dependents to be eligible for Chevron group health coverage.
- **If you or any eligible dependents are post-65, Medicare Part A and Part B are required to enroll in health coverage through OneExchange and to activate your Retiree HRA Plan. Coverage is not automatic.**
  - Start enrollment in Medicare Part A and Medicare Part B at least **four months** in advance of your termination date. See the **Participation** chapter in this summary plan description for more details.
  - Call OneExchange **three months** in advance of your termination date to understand and begin the enrollment process. Failure to timely enroll through OneExchange could result in a gap in coverage.
  - Call the HR Service Center within **31 days** of your termination date from Chevron to activate the Retiree HRA Plan for post-65 eligible participants.
  - **Post-65 eligible participants** must enroll in *at least medical* coverage through OneExchange to be eligible to participate in the Retiree HRA Plan.
  - **If you are a post-65 retiree**, you must be enrolled in *at least medical* coverage through OneExchange for your pre-65 dependents to be eligible for Chevron group health coverage.
  - **If you are a post-65 eligible retiree**, you must be enrolled in *at least medical* coverage through OneExchange for your post-65 dependents to be eligible for the Retiree HRA Plan.
  - **If you are a pre-65 eligible retiree**, you must be enrolled in *at least* Chevron group **medical** coverage for your post-65 dependents to be eligible for the Retiree HRA Plan. Note that COBRA continuation coverage is not group health coverage.
- **You can add eligible dependents to your coverage at this milestone.**
  - If you don't want to add dependents at this enrollment milestone, be sure to understand the restrictions regarding adding dependents to coverage at a later date. See **Additional Dependent Enrollment and Participation Requirements** later in this section for further information and restrictions.

### Request an Intent to Retire Package

Contact the HR Service Center and request an **Intent to Retire** package as early as **three months** prior to your retirement date for information and instructions regarding health, welfare and pension benefits. Go to the **Retirement Resources** information on [hr2.chevron.com](http://hr2.chevron.com) at any time for more information about retirement, how it affects your Chevron benefits, and enrollment instructions and deadlines.

## At the Loss of Chevron COBRA Coverage

The loss of Chevron COBRA coverage is an enrollment milestone.

- **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).**
  - You must call the HR Service Center to enroll **within 31 days** of loss of Chevron subsidized COBRA or Chevron COBRA. Coverage is generally not automatic.
  - You must be enrolled in Chevron pre-65 group health coverage (medical only, dental only or both medical and dental) for your **pre-65 dependents** to also be eligible for Chevron group health coverage.
  - You must be enrolled in *at least* Chevron group **medical** coverage for your **post-65 dependents** to be eligible for the Retiree HRA Plan.
  - If you miss this deadline, you must wait until the next applicable milestone – if any – to enroll.
  
- **If you are a post-65 eligible retiree, you can enroll when COBRA ends for any reason, including the end of Chevron subsidized COBRA or at the end of your Chevron COBRA eligibility period. Coverage under retiree health benefits is not automatic.**
  - Contact OneExchange **three months** in advance of your COBRA ending date to understand and begin the enrollment process. Failure to timely enroll through OneExchange could result in a gap in coverage.
  - **Medicare Part B** is required to enroll in health coverage through OneExchange or to activate the Retiree HRA Plan.
  - Call the HR Service Center within **31 days** of the date COBRA ends to activate the Retiree HRA Plan for post-65 eligible participants.
  - **Post-65 eligible participants** must enroll in *at least medical* coverage through OneExchange to be eligible to participate in the Retiree HRA Plan.
  - **If you are a post-65 retiree**, you must be enrolled in *at least medical* coverage through OneExchange for your pre-65 dependents to be eligible for Chevron group health coverage.
  - **If you are a post-65 eligible retiree**, you must be enrolled in *at least medical* coverage through OneExchange for your post-65 dependents to be eligible for the Retiree HRA Plan.
  
- **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.**
  - If you don't want to add dependents at this enrollment milestone, be sure to understand the restrictions regarding adding dependents to coverage at a later date. See **Additional Dependent Enrollment and Participation Requirements** later in this section for further information and restrictions.

## 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 will be asked to provide proof of loss of employer group health coverage for you and any eligible dependents.

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 enrollment milestones and the Retiree HRA Plan.

- **For pre-65 Chevron retiree group health coverage:**
  - You must call the HR Service Center to enroll **within 31 days** of loss of employer group health coverage. Coverage is generally not automatic.
  - **If you are a pre-65 eligible retiree**, you must be enrolled in Chevron pre-65 group health coverage (medical only, dental only or both medical and dental) for your pre-65 dependents to also be eligible for Chevron group health coverage. Note that COBRA continuation coverage is not considered group health coverage.
  - **If you are a pre-65 eligible retiree**, you must be enrolled in *at least* Chevron group **medical** coverage for your post-65 dependents to be eligible for the Retiree HRA Plan. Note that COBRA continuation coverage is not considered group health coverage.
  - **If you are a post-65 eligible retiree**, you must be enrolled in *at least medical* coverage through OneExchange for your pre-65 dependents to be eligible for Chevron group health coverage.
- **For post-65 individual health coverage through OneExchange and the Retiree HRA Plan:**
  - **Medicare Part A and Part B** is required to enroll in post-65 health coverage through OneExchange and to activate the Retiree HRA Plan.
  - Call the HR Service Center **within 31 days** of your loss of employer group health coverage to activate the Retiree HRA Plan for post-65 eligible participants.
  - Contact OneExchange **three months** in advance (if possible) of loss of your employer group health coverage to understand and begin the post-65 health coverage enrollment process.
  - **If you are a pre-65 eligible retiree**, you must be enrolled in *at least* Chevron group **medical** coverage for your post-65 dependents to be eligible for the Retiree HRA Plan. Note that COBRA continuation coverage is not considered group health coverage.
  - **If you are a post-65 retiree**, you must be enrolled in *at least medical* coverage through OneExchange for your pre-65 dependents to be eligible for Chevron group health coverage.
  - **If you are a post-65 eligible retiree**, you must be enrolled in *at least medical* coverage through OneExchange for your post-65 dependents to be eligible for the Retiree HRA Plan.
- **You can add eligible dependents to coverage at this milestone, as long as they are also losing the same employer group health coverage.**
  - If you don't want to add dependents at this enrollment milestone, be sure to understand the restrictions regarding adding dependents to coverage at a later date. See **Additional Dependent Enrollment and Participation Requirements** later in this section for further information and restrictions.

## 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 yourself and eligible dependents in Chevron retiree health benefits and/or the Retiree HRA Plan at this time.

- **Post-65 participants are eligible to enroll in the individual medical, prescription drug, dental and vision coverage offered to Chevron retirees through OneExchange.**  
OneExchange will mail information and enrollment instructions to eligible retirees and eligible dependents in advance of turning age 65, but in general:
  - **Medicare Part A and Part B** is required to enroll in post-65 health coverage through OneExchange and to activate the Retiree HRA Plan. Start enrollment in Medicare Part A and Medicare Part B at least **four months** in advance of turning age 65. Failure to timely enroll in Medicare Part B could result in a gap in coverage. See the **Participation** chapter, **Enroll in Medicare Part A and Part B** section for more details.
  - Call OneExchange **three months** in advance of turning 65 to understand and begin the enrollment process. Failure to timely enroll through OneExchange could result in a gap in coverage.
  
- **Post-65 participants are eligible to start participating in the Retiree HRA Plan.**
  - Post-65 eligible participants must enroll in *at least medical* coverage through OneExchange to be eligible to participate in the Retiree HRA Plan.
  - **Medicare Part A and Part B** is required to enroll in post-65 health coverage through OneExchange and to activate the Retiree HRA Plan. Start enrollment in Medicare Part A and Medicare Part B at least **four months** in advance of turning age 65.
  - Call the HR Service Center **within 31 days** of turning 65 to activate the Retiree HRA Plan for post-65 eligible participants.
  - **If you are a pre-65 eligible retiree**, you must be enrolled in *at least* Chevron group **medical** coverage for your post-65 dependents to be eligible for the Retiree HRA Plan. Note that COBRA continuation coverage is not considered group health coverage.
  - **If you are a post-65 eligible retiree**, you must be enrolled in *at least medical* coverage through OneExchange for your post-65 dependents to be eligible for the Retiree HRA Plan.
  
- **Pre-65 eligible dependents are eligible to enroll in Chevron group health coverage.**
  - Call the HR Service Center **within 31 days** of turning 65 to enroll pre-65 eligible dependents.
  - You must be enrolled in *at least medical* coverage through OneExchange for your pre-65 dependents to be eligible for Chevron group health coverage.
  
- **You can add eligible dependents to coverage at this milestone.**
  - If you don't want to add dependents at this enrollment milestone, be sure to understand the restrictions regarding adding dependents to coverage at a later date. See **Additional Dependent Enrollment and Participation Requirements** later in this section for further information and restrictions.

## Additional Dependent Enrollment and Participation Requirements

In addition to meeting the definition of an eligible spouse, domestic partner or child, your dependent's eligibility to participate in Chevron retiree health benefits is also subject to the following additional rules regarding dependent verification, enrollment and participation.

### Dependent Participation is Tied to Retiree Participation

Your dependent's eligibility to participate in health benefits is tied to your — the retiree's — participation:

- **If you are a pre-65 eligible retiree**, you must be enrolled in Chevron pre-65 group health coverage (medical only, dental only or both medical and dental) for your pre-65 dependents to also be eligible for Chevron group health coverage. Note that COBRA continuation coverage is not group health coverage.
- **If you are a pre-65 eligible retiree**, you must be enrolled in *at least* Chevron group **medical** coverage for your post-65 dependents to be eligible for the Retiree HRA Plan. Note that COBRA continuation coverage is not group health coverage.
- **If you are a post-65 eligible retiree**, you must be enrolled in *at least medical* coverage through OneExchange for your pre-65 dependents to be eligible for Chevron group health coverage.
- **If you are a post-65 eligible retiree**, you must be enrolled in *at least medical* coverage through OneExchange for your post-65 dependents to be eligible for the Retiree HRA Plan.
- You must enroll eligible dependents in Chevron retiree health benefits upon reaching certain enrollment milestones to maintain their eligibility for coverage. See **Enrollment Milestones** in this section for limited exceptions.

### Dropping Dependents from Health Coverage

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 depends on your age and the age of your dependent:

- **If you are pre-65 and enrolled in Chevron pre-65 group health coverage (medical only, dental only or both medical and dental), and you drop a pre-65 eligible dependent:**
  - You may add pre-65 eligible dependents back to Chevron pre-65 group health coverage during Chevron's open enrollment period or within 31 days of a qualifying life event — for example marriage or due to loss of other employer group health coverage — as long as the dependent continues to meet eligibility requirements and both you and your dependent are under age 65.
- **If you are pre-65 and enrolled in Chevron pre-65 group health coverage (medical only, dental only or both medical and dental), and you drop a post-65 eligible dependent:**
  - The dependent's Retiree HRA Plan participation will be canceled. You must wait until the next applicable enrollment milestone – *if any* – to re-enroll your post-65 eligible dependent in the Retiree HRA Plan.
- **If you are post-65 and you drop dependents from coverage**, your dependents cannot be added back to the Retiree HRA Plan or the health benefits offered to Chevron retirees, regardless of age.

### **Adding Dependents to Health Coverage and/or Retiree HRA Plan**

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:

- **If you 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 - for example marriage or due to loss of other employer group health coverage - as long as the dependent continues to meet eligibility requirements and both you and your dependent are under age 65.
- **If you are pre-65** and enrolled in Chevron pre-65 group health coverage (medical only, dental only or both medical and dental), your post-65 eligible dependents *cannot* be added to the Retiree HRA Plan. You must wait until the next applicable enrollment milestone – *if any* – to enroll your post-65 eligible dependents in the Retiree HRA Plan.
- **If you are post-65** and enrolled in post-65 OneExchange coverage, you can continue to cover eligible dependents that are already currently enrolled in health coverage offered to Chevron retirees, but you cannot enroll any other existing or new dependents that are not currently enrolled.

# important considerations when you leave chevron

---

**Retirement from Chevron is an important enrollment milestone for retiree health benefits.**

If you qualify as an eligible retiree at the time of your termination of employment with Chevron, you will have these options for you and your enrolled, eligible dependents:

- Elect to temporarily continue the employee health benefits for which you (and your eligible dependents) are enrolled through **COBRA continuation coverage**. Note that you and your eligible dependents cannot simultaneously participate in both COBRA and Chevron retiree health benefits. See considerations for this enrollment option on page 28.
- Elect **Chevron retiree health coverage and/or the Retiree HRA Plan** (as applicable). See considerations for this enrollment option on page 30.
- **Waive both Chevron retiree health coverage and Chevron COBRA coverage**. See considerations for this enrollment option on page 32.

Although you have these three options at this milestone, there are several important considerations to evaluate before you make a decision.

## **COBRA Continuation Coverage May Affect 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 OneExchange due to guarantee issue rules. Contact OneExchange to discuss this guarantee issue situation further prior to making an enrollment decision.

## **Request an Intent to Retire Package**

Contact the HR Service Center and request an **Intent to Retire** package as early as three months prior to your retirement date for information and instructions regarding health, welfare and pension benefits. Go to the **Retirement Resources** information on [hr2.chevron.com](http://hr2.chevron.com) at any time for more information about retirement, how it affects your Chevron benefits, and enrollment instructions and deadlines.

## Option - Electing COBRA Continuation Coverage

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 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 – in this case your termination from Chevron – are also eligible for continuation coverage that is similar to COBRA.

General COBRA highlights are included below; be sure to see the **COBRA Continuation Coverage** chapter in the summary plan description for each of your *active* employee health benefits for more information about COBRA coverage. Active employee summary plan descriptions are available on [hr2.chevron.com](http://hr2.chevron.com) or by calling the HR Service Center.

- **COBRA coverage is available for these plans:** medical, dental, Mental Health and Substance Abuse Plan, Vision Plus Program, Health Care Spending Account (HCSA), Health Decision Support and the Healthy Heart Program.
- **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.
- **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.
- **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, with few exceptions, the company does not contribute to (or subsidize) COBRA coverage. **In addition, you cannot participate in the Retiree HRA Plan and receive a company contribution to the HRA while you participate in COBRA.**
- **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.
- **Your enrollment will be retroactive to the date your active employee coverage ended,** if you elect COBRA coverage within the 60-day deadline.

### COBRA Continuation Coverage May Affect 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 OneExchange due to guarantee issue rules. Contact OneExchange to discuss this guarantee issue situation further prior to making an enrollment decision.

## What to Expect When You Retire

Within 44 days after you terminate employment, you'll receive a package of information and costs for COBRA coverage from ADP Benefit Services, Chevron's COBRA administrator. In certain situations the cost of COBRA coverage may actually be less than the cost for retiree medical coverage. When your employment ends, your active employee coverage is terminated until you submit your COBRA election forms 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.*

If you decide to elect COBRA coverage, minimize the lapse in coverage between active employee coverage and COBRA coverage by returning your election form and payment as soon as possible. If you elect to continue coverage through COBRA, your enrollment will be retroactive to the date your active employee coverage ended. 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.

## Cost of COBRA Coverage

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). In addition, you cannot participate in the Retiree HRA Plan and receive a company contribution to the HRA while you participate in COBRA. The **COBRA package** you will receive from ADP within 44 days after termination of your employment will provide cost information for COBRA continuation coverage choices. You can also call the HR Service Center prior to leaving Chevron for COBRA cost information. Generally, you'll be responsible for paying the full cost of coverage plus a 2% administrative fee.

## What if I Die?

Please see the **If You Die** chapter for more information about access to pre-65 and post-65 health benefits for your eligible dependents in the event you die while participating in COBRA continuation coverage.

## Choosing Chevron Retiree Health Coverage After COBRA Period

If you elect COBRA continuation coverage when you retire, then you must wait until the next enrollment milestone to start retiree pre-65 or post-65 health coverage. There is, however, an enrollment milestone for the loss of Chevron COBRA coverage. If you miss loss of COBRA milestone to enroll, you and your eligible dependents must wait until the next applicable milestone – if any. Please see more information about this loss of COBRA coverage enrollment milestone in the **Enrollment Milestone** section of this chapter.

## Option - Electing Retiree Health Benefits

Your retirement from Chevron is an enrollment milestone, so you are permitted to elect retiree health coverage and/or the Retiree HRA Plan for you and your eligible dependents. General considerations regarding retiree health benefits are included below, but be sure to see more information about this enrollment milestone in the **Enrollment Milestone** section of this chapter.

### Dependent Coverage

This is one of the few 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. Keep in mind that your dependent's eligibility to participate in health benefits is tied to your — the retiree — participation, so:

- **If you are a pre-65 eligible retiree**, you must be enrolled in Chevron pre-65 group health coverage (medical only, dental only or both medical and dental) for your pre-65 dependents to also be eligible for Chevron group health coverage. Note that COBRA continuation coverage is not considered group health coverage.
- **If you are a pre-65 eligible retiree**, you must be enrolled in *at least* Chevron group *medical* coverage for your post-65 dependents to be eligible for the Retiree HRA Plan. Note that COBRA continuation coverage is not considered group health coverage.
- **If you are a post-65 eligible retiree**, you must be enrolled in *at least* medical coverage through OneExchange for your pre-65 dependents to be eligible for Chevron group health coverage.
- **If you are a post-65 eligible retiree**, you must be enrolled in *at least* medical coverage through OneExchange for your post-65 dependents to be eligible for the Retiree HRA Plan.

### Important Enrollment Timing Information

If you miss this enrollment milestone, you and your eligible dependents must wait until the next applicable milestone – if any – to enroll in retiree health benefits. For this reason it's important to understand the timing necessary for enrollment in retiree health benefits. See the **Enrollment Milestones** section for more details.

- **If you or any eligible dependents are pre-65**, contact the HR Service Center within 31 days of your termination date to enroll in retiree pre-65 group health coverage.
- **If you or any eligible dependents are post-65**, Medicare Part B is *required* to enroll in health coverage through OneExchange and to activate the Retiree HRA Plan. In addition, post-65 eligible participants must enroll in *at least* medical coverage through OneExchange to be eligible to participate in the Retiree HRA Plan. Coverage is not automatic.
  - Start enrollment in Medicare Part A and Medicare Part B at least **four months** in advance of your termination date to avoid a gap in health coverage. See the **Participation** section for more details.
  - Call OneExchange **three months** in advance of your termination date to understand and begin the enrollment process. Failure to timely enroll through OneExchange could result in a gap in coverage.
  - Call the HR Service Center within **31 days** of your termination date from Chevron to activate the Retiree HRA Plan for post-65 eligible participants.

- Even if you elect Chevron retiree coverage for yourself and your eligible dependents, you may still change your mind and elect **COBRA continuation coverage** as long as you do so within the 60-day COBRA continuation coverage election period. If you elect COBRA continuation coverage, Chevron retiree coverage will be retroactively canceled.

### Learn About Coverage Choices

- **For pre-65 health benefits**, see the **Chevron Pre-65 Retiree Health Benefits** summary plan description on [hr2.chevron.com/retiree](http://hr2.chevron.com/retiree) for a description of pre-65 eligible retiree and pre-65 eligible dependent health benefit choices.
- **For post-65 health benefits**, this summary plan description, **Chevron Post-65 Retiree Health Benefits** describes post-65 individual health coverage and the Retiree HRA Plan choices for post-65 eligible retirees and their post-65 eligible dependents.

### Cost of Coverage

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.

- The information provided to you in your **When You Leave Chevron** package 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 (if applicable).
- You can **contact OneExchange** for information about the costs for post-65 retiree coverage (if applicable) prior to your termination from Chevron. Please note that OneExchange cannot provide information about the company contribution to the Retiree HRA Plan, if eligible, prior to leaving Chevron.

### What if I Die?

Please see the **If You Die** chapter for more information about access to pre-65 and post-65 health benefits for your eligible dependents in the event you die while participating in Chevron retiree health benefits.

## Option – Waiving Chevron Retiree Health Benefits and Chevron COBRA Continuation Coverage

You can choose to decline enrollment in Chevron retiree health benefits or Chevron COBRA coverage when you retire. You might have access to group health plan coverage through another employer, your spouse's employer's group health plan or other private insurance; the choice is yours.

If you choose to waive Chevron retiree health benefits *and* Chevron COBRA coverage, keep in mind:

- You must wait until the next applicable enrollment milestone, *if any*, to start retiree health coverage in the future. See the **Enrollment Milestones** section for more information. Chevron open enrollment is not considered an enrollment milestone.
- Your ability to add dependents to your Chevron retiree health coverage in the future will be limited. You can only enroll your eligible dependents at certain enrollment milestones, if any. Be sure to carefully review the **Enrollment Milestones** section for more information about these restrictions.
- In some situations you and your eligible dependents may lose eligibility to participate in the Retiree HRA Plan in the future. See the **Enrollment Milestones** section to understand the implications for future participation in retiree the Retiree HRA Plan.
- If you die and are not covered under Chevron retiree coverage or Chevron COBRA coverage, your surviving dependents may not have access to this Chevron coverage in the future, depending on the situation. *Please be aware that there are risks associated with choosing to waive Chevron retiree health benefits.* See the **If You Die** chapter of this summary plan description for more information.