

example bonding benefit scenarios

The following examples are intended to help illustrate how the PDC Energy Bonding Leave and Chevron Bonding benefit will work leading up to and after the transition on January 1, 2025.



Birth, adoption or placement in November 2024

Celine adopts a child on November 1, 2024, and takes 4 weeks of PDC Energy Bonding Leave in 2024. On January 1, 2025, she will be eligible for up to 8 weeks of pay for time off under the Chevron Bonding benefit. Because she already took 4 weeks off under the PDC Energy Bonding Leave, her Chevron Bonding benefit time bank will be adjusted to remove those 4 weeks. Therefore, Celine will be eligible for up to 4 weeks under the Chevron Bonding benefit that must be used within one year of the eligible event.

Birth, adoption or placement in May 2024

John became a new parent on May 1, 2024, and took 2 weeks of PDC Energy Bonding Leave in June 2024. In November, he loses eligibility to take any additional time off under the PDC Energy Bonding Leave policy (time off must be taken within 6 months of the eligible event). On January 1, 2025, John will be eligible for up to 8 weeks of pay for time off under the Chevron Bonding benefit. Because he already took 2 weeks off under the PDC Energy Bonding Leave, his Chevron Bonding benefit time bank will be adjusted to remove those 2 weeks. Therefore, John will be eligible for up to 6 weeks under the Chevron Bonding benefit that must be used within one year of the eligible event.



Birth, adoption or placement in early January 2024

Rachel had a baby on January 8, 2024, and took 4 weeks of PDC Energy Bonding Leave in 2024. On January 1, 2025, she will be eligible for up to 8 weeks of pay for time off under the Chevron Bonding benefit. Because she already took 4 weeks off under the PDC Energy Bonding Leave, her Chevron Bonding benefit time bank will be adjusted. In this case, because the benefit has to be taken in one-week increments within one year of the eligible event, she will be able to take 1 week under the Chevron Bonding benefit – from January 1-January 7, 2025 (January 7, 2025 is the one year expiration of the eligible event).

find more information online

Visit hr2.chevron.com/pdcenergy for more information about the Chevron Bonding Benefit.

