



october 2024

your benefit check-up for 2025



**chevron open enrollment for 2025 health benefits
is october 14 through october 25, 2024**

do i need to do anything?



Open enrollment is your annual opportunity to review your benefit options for next year. During open enrollment, you can decide to keep the coverage you currently have or make changes. **Any changes you make to your benefits coverage during open enrollment, October 14 through October 25, 2024, become effective January 1, 2025.** If you miss the open enrollment deadline, you must wait until the next open enrollment period in the fall of 2025 for 2026 benefits to make changes. The only other opportunity to change your benefits mid-year is within 31 days of certain qualifying life events, such as a marriage or birth.

start, stop or change coverage



Open enrollment is your annual opportunity to **start, stop or change** your medical, dental, vision, Group Critical Illness Insurance, Group Hospital Indemnity Insurance or Voluntary Group Accident Insurance coverage. It's also your chance to **add or drop a dependent** from coverage for 2025. If you're adding a *new* dependent to health coverage, be sure to complete the dependent verification process within your 60-day deadline.



participate in a flexible spending account in 2025

If you're currently enrolled in one of Chevron's flexible spending account plans – the Health Care Flexible Spending Account (Health FSA) or the Dependent Day Care Flexible Spending Account (Dependent Care FSA) – your coverage will *not* automatically continue in 2025. **You must re-enroll in these plans during open enrollment if you want to participate in 2025.**



take five to verify everything is in order

If you're satisfied with your current 2024 coverage *and* your plans continue to be available, you aren't required to make elections. Aside from the exceptions above, your coverage automatically continues at the 2025 premium rates. However, we still *strongly* recommend you take a few minutes to review your coverage annually, even if you think you don't need to make changes. **The Fast Lane shopping option on BenefitConnect makes this step quick and easy.**

how to enroll

online or by phone october 14 through october 25, 2024



[hr2.chevron.com/OpenEnrollmentbenefitconnect website](https://hr2.chevron.com/OpenEnrollmentbenefitconnect)

The **BenefitConnect website** will be available for you to make open enrollment elections until 11:59 p.m. Pacific time on **October 25, 2024**. This website is available even if you don't have access to a Chevron computer. You can log in to the BenefitConnect enrollment site from *any* computer or mobile device with an Internet connection.



1-888-825-5247 1-832-854-5800 (outside the U.S.) call the HR service center

Service hours for elections by phone

Monday through Friday
6 a.m. to 5 p.m. Pacific time
8 a.m. to 7 p.m. Central time

For quicker service, avoid peak call hours. Peak hours are all day Monday and 9 a.m. to 10 a.m. Pacific time (11 a.m. to noon Central time) on other weekdays.



earn 1,000 points toward reduced 2025 medical premiums complete qualifying activities by october 25, 2024

There's still time to qualify for the Wellness Credit by the October 25, 2024, deadline and enjoy the reduced medical premiums shown on page 4 in 2025. Don't forget to log your completed activities on the **WebMD Healthy You** website by the deadline. Go to hr2.chevron.com/OpenEnrollment to get started or to learn more.



dependent verification process

You are required to verify the eligibility of *new* dependents you enroll in Chevron health plans for 2025. You have up to **60 days** after you enroll to obtain and submit requested documentation on the BenefitConnect website that verifies your dependent(s) are eligible to participate in Chevron's health benefits. If you don't provide acceptable documentation by the deadline, your dependent(s) will be disenrolled from coverage. More information and instructions online at hr2.chevron.com/OpenEnrollment.

tools and information on hr2.chevron.com/OpenEnrollment



Benefit summaries, 2025 plan changes and more.



Find a network provider.



Decision resources like the Express Scripts price a prescription tool.

what's new at a glance

hr2.chevron.com/openenrollment for the details

Changes are effective **January 1, 2025** unless otherwise indicated. This list provides benefit change highlights for your awareness. It is not comprehensive, nor does it provide complete details. Be sure to review the summary of material modification (SMM) for the details, where applicable. Go to hr2.chevron.com/openenrollment for additional changes not covered here and to review the SMMs. SMMs will be mailed to your home or sent by email, according to your elected communication preference on the BenefitConnect website.

by the numbers:

premiums, deductibles and contribution limits

- **Monthly medical premium costs** for the Medical PPO and most Medical HMO Plans will increase due to general inflation in the healthcare industry and claims costs in the plan last year. (See page 4.)
- **The company contribution to Dental PPO** coverage is increasing in 2025, so your premium will be slightly reduced.
- The **annual combined deductible** for **HDHP** participants will increase due to IRS requirements (see page 4). The annual combined deductible for the **Mental Health and Substance Use Disorder Plan** for HDHP participants will also increase accordingly to **\$3,300** (You Only) and **\$6,600** for all other family coverage levels.
- The maximum contribution limit to the **Chevron Health Care Flexible Spending Account (Health FSA)** will be **\$3,200** for the 2025 plan year.
- Under IRS rules, the maximum contribution limit to a **health savings account (HSA)** for 2025 is **\$4,300** for individuals and **\$8,550** for families, with an extra \$1,000 in catch-up contributions allowing starting in the calendar year you turn age 55.



new identity theft coverage

A voluntary employee-paid **Identity Theft** benefit will be available for the first time. ID Theft coverage provides a way to help you better protect and monitor your identity. You'll have access to a host of monitoring tools and services, and you'll be alerted to potentially suspicious activity. If you become a victim, coverage includes resolution and restoration services. Include your loved ones with family plan coverage which includes personalized accounts for adult family members (including seniors), family alert sharing, and exclusive features for children. To learn more or enroll scan the QR code above or visit hr2.chevron.com/openenrollment.



company contribution to the health FSA

In 2025, Chevron will contribute a flat amount of **\$500 per enrolled employee** to the Health Care Flexible Spending Account (Health FSA). This special, one-time company contribution is *in addition to* the maximum amount you're allowed to contribute to the Chevron Health FSA, and is *not* subject to the 2025 IRS maximum for health FSA employee contributions. **If you do not elect the Health FSA for 2025, you will not be eligible for the one-time company contribution.**

chevron contributes to your HSA in 2025



Chevron will once again contribute either **\$500, \$750 or \$1,000** to the Fidelity Health Savings Account (HSA) in 2025. The actual 2025 company contribution to your account is based on the medical coverage level you choose during open enrollment. If you're already participating, you don't need to do anything to get the company contribution again in 2025. If you aren't participating and want to start in 2025, you *must* make elections during open enrollment. You must meet the eligibility requirements, including being an active employee enrolled in the HDHP or HDHP Basic, on January 1, 2025, to receive the company contribution.

chevron prescription drug program with express scripts

The Chevron Prescription Drug Program already provides coverage for **GLP-1 medications**, used for both diabetes and weight loss. Effective January 1, 2025, these medications will be subject to new coverage requirements. Be sure to visit hr2.chevron.com/openenrollment to read the full details about how these changes might affect you.



- **For diabetes purposes:** Your prescribing physician may be required to provide *new* information and proof of clinical diabetes during both initial prior authorization and ongoing prescription renewals. *No action is required of you;* this change will be implemented automatically.
- **For weight loss purposes:** You must meet *new* BMI requirements, enroll and engage in the Omada virtual health program, and your doctor must provide documentation during the prior authorization process. *Your action will be required.* If you are currently taking this medication, Express Scripts will contact you in November 2024 to *restart* the initial prior authorization process and begin participation in the Omada program.

supplement your coverage with voluntary benefits



Chevron offers access to voluntary benefits you can use to supplement the coverage offered by your core health and protection benefits, including: **Group Critical Illness Insurance, Group Hospital Indemnity Insurance, the Vision Plus Program, Group Auto and Home Insurance, and Long-Term Care Insurance.**

Sign up for text message reminders from the Chevron HR Service Center! Login to BenefitConnect and click the banner for text messaging.

\$120

get a preventive dental cleaning and save

Receive at least one preventive dental cleaning* between **January 1** and **December 31, 2025**, to avoid a dental surcharge in **2026**. This cleaning requirement applies to you if you're enrolled in the Chevron Dental PPO or Dental HMO Plan in 2025.

* For participants with dentures, receive at least one oral exam in lieu of a cleaning.

\$400

get a second opinion and save

Chevron continues to offer access to the Health Decision Support Program for a second medical opinion on *any* diagnosis you might be facing. However, if you'll receive any of these four medical procedures on a non-emergency basis – **knee surgery, hip surgery, back surgery, spine surgery** – you're required to use this second opinion service prior to the procedure.** If you do not request a second opinion, you'll be responsible for an additional **\$400** added to your total claim cost for the procedure, whether or not you've met the deductible.

** Currently only applies to employees enrolled in the Medical PPO, HDHP and HDHP Basic plans with Anthem.

employee medical plan comparison

effective January 1 through December 31, 2025

	medical PPO plan		high deductible health plan (HDHP)		high deductible health plan basic (HDHP basic)	
the basics	<p>Applies to Medical PPO, HDHP, HDHP Basic:</p> <ul style="list-style-type: none"> Medical – Anthem Prescription drug – Express Scripts Basic vision – VSP 					
behavioral health services	Automatically enrolled in Chevron Mental Health and Substance Use Disorder Plan (MHSUD) [†]					
your monthly premium	no wellness credit	wellness credit	no wellness credit	wellness credit	no wellness credit	wellness credit
you only	\$153 ↑\$2	\$90.50	\$23 ↓\$4	\$0	\$10	\$0
you + one adult	\$307 ↑\$4	\$244.50	\$48 ↓\$7	\$0	\$21	\$0
you + child(ren)	\$261 ↑\$4	\$198.50	\$39 ↓\$6	\$0	\$17	\$0
you + family	\$414 ↑\$5	\$351.50	\$62 ↓\$11	\$0	\$28	\$0
deductible**	separate deductibles for ...		medical, prescription drugs, MHSUD, combined*		medical, prescription drugs, MHSUD, combined*	
	covered medical services*		Network	Out-of-network	Network	Out-of-network
you only	\$1,000	\$2,000	\$3,300 ↑\$100	\$6,600 ↑\$200	\$5,000	\$10,000
you + one adult	\$2,000	\$4,000	\$6,600 ↑\$200	\$13,200 ↑\$400	\$10,000	\$20,000
you + child(ren)	\$2,000	\$4,000	\$6,600 ↑\$200	\$13,200 ↑\$400	\$10,000	\$20,000
you + family	\$3,000	\$6,000	\$6,600 ↑\$200	\$13,200 ↑\$400	\$10,000	\$20,000
	covered prescription drugs		Mail-order prescriptions are subject to the combined annual deductible.		Mail-order prescriptions are subject to the combined annual deductible.	
you only	\$150		Certain preventive medications covered at 100%, even if you haven't yet satisfied your combined annual deductible. Applies to covered prescriptions filled at a pharmacy or through the mail-order service.		Certain preventive medications covered at 100%, even if you haven't yet satisfied your combined annual deductible. Applies to covered prescriptions filled at a pharmacy or through the mail-order service.	
you + family	\$300					
	One deductible for network, out-of-network. Mail-order prescriptions are not subject to the annual deductible.					
	covered behavioral health services					
	No deductible under the MHSUD					
out-of-pocket maximum**	separate out-of-pocket maximums for ...		medical, prescription drugs, MHSUD, combined*		medical, prescription drugs, MHSUD, combined*	
	medical and MHSUD, combined*		Network	Out-of-network	Network	Out-of-network
you only	\$5,000	\$10,000	\$5,000	\$10,000	\$6,550	\$13,100
you + one adult	\$10,000	\$20,000	\$10,000	\$20,000	\$13,100	\$26,200
you + child(ren)	\$10,000	\$20,000	\$10,000	\$20,000	\$13,100	\$26,200
you + family	\$10,000	\$20,000	\$10,000	\$20,000	\$13,100	\$26,200
	covered prescription drugs					
you only	\$1,800					
you + family	\$3,600					
	One maximum for network, out-of-network.					
save for health care?	Flexible spending account Health FSA Chevron one-time contribution \$500		Fidelity Health Savings Account (HSA) Chevron also contributes if you meet eligibility requirements:		\$500 you only \$750 you + one adult / you + child(ren) \$1000 you + family	

medical HMO plan
<ul style="list-style-type: none"> These are health maintenance organization (HMO) plans. You must use a network provider or your care is not covered (except emergencies). Plan availability varies by zip code; may not be offered in your area. Medical, prescription drug, basic vision coverage provided by Medical HMO. Preventive care included with coverage. You have access to the second opinion service with 2nd.MD. for questions about a diagnosis, surgery, treatment plan, or chronic condition. Contact the Medical HMO directly to learn about other programs and services included with your coverage, such as virtual visits.
behavioral health services
Available through Medical HMO or the Chevron Mental Health and Substance Use Disorder Plan (MHSUD) [†] , but not <i>both</i> for same service. Out-of-network provider not covered whether you're using services under the MHSUD or HMO Plan.
employee monthly premium
Your cost varies by plan. Go to hr2.chevron.com/openenrollment to review the 2025 monthly rates (with and without the Wellness Credit).
deductible
The average annual deductible for most Medical HMO Plans in 2025 will remain \$300 . Some Medical HMO Plans may have a different deductible, and a few will continue to have no deductible at all. There is no deductible when you use covered services under the Mental Health and Substance Use Disorder (MHSUD) Plan. Review the Summary of Benefits and Coverage (SBC) on hr2.chevron.com/openenrollment or contact the HMO directly to see the deductible amount for any Medical HMO Plans available to you.
out-of-pocket maximum
Out-of-pocket maximum varies by plan. Go to hr2.chevron.com/openenrollment to review the Summary of Benefits and Coverage (SBC) for each plan.
save for health care?
Flexible spending account Health FSA. Chevron one-time contribution \$500 in 2025
resources Go to hr2.chevron.com/OpenEnrollment to download summary of benefits and coverage (SBC) documents, see plan changes, and access other decision tools and resources.

[†]The MHSUD is a separate plan, but it may interact with your Chevron medical plan deductible and/or out-of-pocket maximum, depending on the plan you choose. Your eligible dependents are also covered under the MHSUD if they are enrolled in a Chevron medical plan.
^{*}Amounts paid for covered services provided by a network provider also count toward the out-of-network annual limit. Amounts paid for covered services provided by an out-of-network provider also count toward the network annual limit.
^{**}For family coverage levels, each covered person has a maximum limit equal to the You Only network amount. No one family member can contribute more than the You Only amount toward the full family amount. This is called an *embedded deductible*.

**chevron open enrollment is october 14 through october 25, 2024
important benefit information enclosed**



The information in this newsletter applies to active U.S.-payroll employees who are eligible for Chevron U.S. benefits. 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. Oral statements about plan benefits are not binding on Chevron or the applicable plan. 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. Unless required by applicable law, there are no vested rights with respect to any Chevron health and welfare plan benefit or to any company contributions towards the cost of such health and welfare plan benefits. Some benefit plans and policies described in this document may be subject to collective bargaining and, therefore, may not apply to union-represented employees.

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