



# carryover, extended claims deadline and annual contribution limit health care spending account plan effective january 1, 2022 through december 31, 2022

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## Update to the summary plan descriptions (SPD)

Changes described in this SMM are effective January 1, 2022, through December 31, 2022.

The enclosed information serves as an official summary of material modification (SMM) for the **Health Care Spending Account (HCSA) Plan**. Please keep this information with your other plan documents for future reference. You can access the summary plan descriptions for your benefits at [hr2.chevron.com](http://hr2.chevron.com) or by calling the HR Service Center at **1-888-825-5247**.

## introduction

This document describes the following changes to the Chevron Health Care Spending Account (HCSA) Plan as permitted by the 2021 Consolidated Appropriation Act:

- Temporary carryover opportunity for unused 2021 health care flexible spending account funds into 2022.
- Deadline to submit claims for eligible expenses incurred January 1, 2021, through December 31, 2021, is temporarily extended.

**These expanded rules are effective as of January 1, 2022, and remain available to Chevron Health Care Spending Account (HCSA) Plan participants through December 31, 2022, as described in this document.**

This document applies to eligible, active U.S.-payroll employees.

### who to contact



- Contact **Anthem** directly at **1-844-627-1632** to discuss reimbursement claims, eligible expenses, the HCSA debit card, or other carryover questions.
- HCSA information and claim resources are available on **hr2.chevron.com**. Go to **Health Plans** on the top navigation, then choose **Health Accounts** from the dropdown menu.



As a reminder, if you are enrolled in the High Deductible Health Plan (HDHP) or the High Deductible Health Plan Basic (HDHP Basic), you cannot also participate in the HCSA.

## claims deadline extended

As a reminder, due to the current global pandemic, the deadline to submit claims for eligible expenses incurred **January 1, 2021**, through **December 31, 2021**, has been extended. The deadline for 2021 claims is **60 days** after the President announces the end of the National Emergency Concerning the Novel Coronavirus Disease (COVID-19) Outbreak *or* **June 30, 2022**, whichever occurs *later*. **After the applicable claims deadline, you can no longer submit a claim for expenses incurred in 2021.**

While you have extra time to submit claims if you need it, we *strongly* encourage you to submit as many of these claims as possible prior to the normal claims deadline of June 30, 2022, to assist with processing the carryover of your 2021 HCSA (if any).

## 2022 maximum annual contribution limit

For your reference, effective **January 1, 2022**, the maximum amount you're allowed to contribute to the Chevron Health Care Spending Account (HCSA) is as follows:

- You can contribute up to **\$2,750**. This is the same maximum amount as allowed in 2021.
- If you're eligible for the carryover of your 2021 HCSA (as described in the *Carryover* section), your carryover amount **does not** count toward the 2022 annual maximum; your carryover amount will be **added to** the amount you elect (if any) to contribute to the HCSA for 2022. For example, if you elect to contribute the maximum of \$2,750 in 2022 and you're eligible for a 2021 HCSA carryover of \$1,000, you will be eligible to spend a total of \$3,750 from January 1, 2022, through December 31, 2022, under the 2022 HCSA. See the **Carryover** section in this document for additional details.
- Chevron *does not* contribute to the HCSA.

*(continued next page)*

# temporary carryover opportunity

## active employee coverage

Typically, the money in your HCSA can be used only for eligible expenses incurred between January 1 and December 31 in the year you are enrolled. Any remaining balance left in your account after the final claim filing deadline will be forfeited.

Due to the COVID-19 public health emergency, HCSA participants may have more unused HCSA amounts at the end of the plan year than in previous years. To address this issue, Congress and the IRS temporarily adjusted standard flexible spending account rules and requirements. **Chevron has adopted this increased flexibility for January 1, 2022, through December 31, 2022, and Chevron HCSA Plan participants now have access to carryover balances as described in this document.**

### who is eligible for the carryover

To be eligible for the special, carryover opportunity, you must satisfy **all** of the following requirements:

- You were a U.S.-payroll employee **enrolled in the HCSA** for all or part of the 2021 plan year.
- You have **at least \$25 in unused funds** in your 2021 HCSA. There is *no* maximum limit to the amount you're permitted to carry over.



You do not have to be enrolled in or contribute to the HCSA in 2022 to receive your carryover, if any. However, if you are enrolled in the Chevron High Deductible Health Plan (HDHP) or the Chevron High Deductible Health Plan Basic (HDHP Basic) in 2022, you still *cannot* also participate in the HCSA in 2022 and therefore **are not eligible** for the carryover.

### how the carryover works

#### Step 1: Submit your outstanding 2021 claims.

While the claims deadline has been extended for eligible expenses incurred January 1, 2021, through December 31, 2021, you're strongly encouraged to submit claims as soon as they happen. Claims for eligible expenses submitted by June 30, 2022, will be paid from your 2021 HCSA account balance.

#### example

**You elected to contribute \$1,000 to your 2021 HCSA account.**

Prior to adopting the carryover, the money in your 2021 HCSA could be used for eligible expenses incurred January 1, 2021, through December 31, 2021.

Expense	2021 Account balance is now ...
\$100 on July 8, 2021, using your HCSA debit card.	\$900
\$50 on September 12, 2021, using your HCSA debit card.	\$850
You submit a claim form on June 10, 2022, for a \$100 eligible expense incurred on March 10, 2021, that you forgot about.	\$750



**Legacy Noble employees:** As a reminder, the carryover and other plan updates described in this document apply only to the Chevron HCSA; they do not apply to your Noble FSA. In addition, if you enroll in the Chevron 2021 HCSA, remember that eligible expenses incurred **October 1, 2021**, through **December 31, 2021**, apply to your Chevron 2021 HCSA. Outstanding claims for reimbursement of eligible Noble FSA expenses incurred January 1, 2021, through September 30, 2021, should be filed directly with Smart-Choice by March 31, 2022.

## Step 2: Anthem determines your carryover, if any

Carryover amounts will not be available in your account until *after* June 30, 2022. Anthem will process all 2021 claims submitted by June 30, 2022, and then review the remaining 2021 HCSA account balances for employees who are eligible to receive a carryover. Anthem will automatically apply your eligible carryover amount to your account *after* June 30, 2022, as follows:

- If your 2021 HCSA account balance is **under \$25**, you will not receive a carryover.
- If your 2021 HCSA account balance is **at least \$25**, your remaining account balance will carry over.

### example

You elected to contribute **\$1,000** to your 2021 HCSA account.

Expense	2021 Final account balance
You incurred <b>\$250</b> in total expenses incurred between January 1 and December 31, 2021. You submitted all outstanding 2021 claims prior to June 30, 2022.	\$750
<b>Amount that will carryover to 2022.</b> As a reminder your carryover amount will appear in your account <i>after</i> June 30, 2022:	<b>\$750</b>
Amount from your 2021 HCSA that will be forfeited:	\$0

## Step 3: How to use your carryover

### If you are enrolled in the HCSA for 2022 ...

If you are enrolled in the HCSA for 2022 and you're eligible for carryover, your carryover amount will be determined after June 30, 2022, and *added* to the amount you elect to contribute to the HCSA for 2022. Your *new*, total 2022 HCSA balance must be used according to normal plan rules.

- The **2021 carryover amount**, now included in your 2022 HCSA account, can be used for:
  - Eligible expenses incurred **January 1** through **December 31, 2021**, as long as the deadline to claim 2021 expenses has not passed. The claims deadline for 2021 eligible expenses is 60 days after the President announces the end of the National Emergency Concerning the Novel Coronavirus Disease (COVID-19) Outbreak **or** June 30, 2022, whichever occurs *later*.
  - Eligible expenses incurred **January 1** through **December 31, 2022**, as long as the deadline to claim 2022 expenses has not passed. The normal claims deadline for 2022 eligible expenses is June 30, 2023.

- Your new **2022 contributions** to your 2022 HCSA account can be used for:
  - Eligible expenses incurred **January 1** through **December 31, 2022**, as long as the deadline to claim 2022 expenses has not passed. The normal claims deadline for 2022 eligible expenses is June 30, 2023.
  - You *cannot* use new 2022 contributions to pay for eligible expenses incurred **January 1** through **December 31, 2021**, even if the claims deadline has not passed.
- Note: If you're eligible for the carryover of your 2021 HCSA, your carryover amount *does not* count toward the 2022 annual contribution maximum limit of \$2,750.

### example

During open enrollment, you elected to contribute **\$2,750** to your 2022 HCSA account, the maximum amount allowed.

\$2,750  
HCSA balance on January 1, 2022.

You submit any outstanding 2021 claims by June 30, 2022. After 2021 claims are processed, Anthem determines the carryover from your 2021 HCSA to your 2022 HCSA is \$750.

\$750  
Carryover from your  
2021 HCSA to your 2022 HCSA.

**\$3,500**

Total HCSA balance in July 2022, after carryover.

You have \$3,500 in your 2022 HCSA account, which now includes any carryover.

- Your **\$750 carryover** can be applied to eligible expenses incurred in 2021 *or* 2022.
- Your **\$2,750 in new 2022 contributions** can be applied to eligible expenses incurred in 2022 only.

### If you are *not* enrolled in the HCSA for 2022 ...

If you are *not* enrolled in the HCSA for 2022 and you're eligible for carryover\*, your carryover amount will be applied to your existing HCSA account after June 30, 2022. Your account will remain available for you to use the carryover according to normal plan rules. You can continue to use your existing HCSA debit card, submit claims, and access your account online as you did in 2021.

- The money in your 2022 HCSA account, which now includes any carryover, can be used for:
  - Eligible expenses incurred **January 1** through **December 31, 2022**, as long as the deadline to claim 2022 expenses has not passed. The normal claims deadline for 2022 eligible expenses is June 30, 2023.
  - Eligible expenses incurred **January 1** through **December 31, 2021**, as long as the deadline to claim 2021 expenses has not passed. The claims deadline for 2021 eligible expenses is 60 days after the President announces the end of the National Emergency Concerning the Novel Coronavirus Disease (COVID-19) Outbreak **or** June 30, 2022, whichever occurs *later*.

*\*As a reminder, if you are enrolled in the Chevron High Deductible Health Plan (HDHP) or the Chevron High Deductible Health Plan Basic (HDHP Basic) in 2022, you still cannot also participate in the HCSA in 2022 and therefore **are not eligible** for the carryover.*

*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.*