



# coordination of benefits

medical PPO plan, high deductible health plan (HDHP),  
high deductible health plan basic (HDHP basic)

effective january 1, 2023

## Update to the summary plan description (SPD)

All changes described in this SMM are effective January 1, 2023.

The enclosed information serves as an official summary of material modification (SMM) for the plans referenced herein. 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 [hr2.chevron.com/retiree](http://hr2.chevron.com/retiree)) or by calling the HR Service Center at 1-888-825-5247.

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## coordination of benefit rules

Effective **January 1, 2023**, Medical PPO, HDHP, and HDHP Basic coordination of benefits rules have been updated. When participants are receiving benefits from the Chevron Long-Term Disability Plan *and* are Medicare eligible due to disability, your plan will assume Medicare is the primary payor of any benefits for you and any other enrolled, Medicare-eligible dependents. This means your medical plan will pay secondary to Medicare, so if you are not enrolled in Medicare Part A and Part B, you will be responsible for a large part of claim costs.

*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. Oral statements about plan benefits are not binding on Chevron or the applicable plan. There are no vested rights with respect to Chevron health and welfare plans or any company contributions towards the cost of such health and welfare 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.*