



wealth benefits

401(k) plan

Employee Savings Investment Plan (ESIP)

The ESIP is a defined contribution (401(k)) plan that allows you to set aside money for your future.

Employee contributions

You decide how much to contribute each pay period on a **before-tax**, **traditional after-tax** and/or **Roth after-tax** basis up to annual IRS limits.

Company match

Chevron matches a portion of your contributions, up to annual IRS limits:

- If you contribute **2% or more**, Chevron matches an amount equal to **8%** of your regular pay.
- If you contribute **1%**, Chevron matches an amount equal to **4%** of your regular pay.

Vesting

Both your contributions and Chevron's matching contributions are **immediately vested**.

Investment options

You can choose from a variety of investment funds, including **target date**, **core** investments, company **stock** and a **brokerage** option.

Planning tools and resources

You have access to **online**, **phone** and **in-person** resources to help with your financial planning needs, including one-on-one consultations, workshops and professional account management.

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