



notice regarding wellness program

The Healthy Heart Program and health rewards are voluntary wellness programs available to all benefits-eligible U.S.-payroll employees. The programs are administered according to federal rules permitting employer-sponsored wellness programs that seek to improve employee health or prevent disease, including the Americans with Disabilities Act of 1990, the Genetic Information Nondiscrimination Act of 2008, and the Health Insurance Portability and Accountability Act, as applicable, among others. If you choose to participate in the wellness programs you will be asked to complete a voluntary health risk assessment or *HRA* (also referred to as a *voluntary health questionnaire*) that asks a series of questions about your health-related activities and behaviors and whether you have or had certain medical conditions (e.g., cancer, diabetes, or heart disease). You will also be asked to enter information provided to you from a biometric screening, which will include a blood test to evaluate your cholesterol and triglyceride levels. You are not required to complete the HRA or to participate in the blood test or other medical examinations.

Eligible employees who choose to participate in health rewards and the Healthy Heart Program may qualify for an incentive. For 2020, the incentive (also referred to as a *Wellness Credit*) is a premium reduction of up to \$750 annually on qualifying Chevron-sponsored medical coverage premiums. Although you are not required to complete the HRA or participate in the biometric screening, be advised that some of the qualifying activities to earn points toward the Wellness Credit require completion of the HRA to be eligible to participate in that activity.

If you are unable to participate in any of the health-related activities or achieve any of the health outcomes required to earn an incentive, you may be entitled to a reasonable accommodation or an alternative standard. You may request a reasonable accommodation or an alternative standard by contacting the Healthy Heart Program at heart@chevron.com.

The information from your HRA and the results from your biometric screening will be used to provide you with information to help you understand your current health and potential risks, and may also be used to offer you services through the wellness programs, such as working with a health coach. You also are encouraged to share your results or concerns with your own doctor.

Protections from Disclosure of Medical Information

We are required by law to maintain the privacy and security of your personally identifiable health information. Although the wellness programs and Chevron Corporation may use aggregate information it collects to design a program based on identified health risks in the workplace, the Healthy Heart Program and health rewards will never disclose any of your personal information either publicly or to the employer, except as necessary to respond to a request from you for a reasonable accommodation needed to participate in the wellness program, or as expressly permitted by law. Medical information that personally identifies you that is provided in connection with the wellness programs will not be provided to your supervisors or managers and may never be used to make decisions regarding your employment.

Your health information will not be sold, exchanged, transferred, or otherwise disclosed except to the extent permitted by law to carry out specific activities related to the wellness programs, and you will not be asked or required to waive the confidentiality of your health information as a condition of participating in the wellness programs or receiving an incentive. Anyone who receives your information for purposes of providing you services as part of the wellness programs will abide by the same confidentiality requirements. The only individual(s) who will receive your personally identifiable health information is (are) WebMD health coaches, Chevron health plans, and certain third-party health plan vendors in order to provide you with services under the wellness programs.

In addition, all medical information obtained through the wellness programs will be maintained separate from your personnel records, information stored electronically will be encrypted, and no information you provide as part of the wellness programs will be used in making any employment decision. Appropriate precautions will be taken to avoid any data breach, and in the event a data breach occurs involving information you provide in connection with the wellness programs, we will notify you immediately.

You may not be discriminated against in employment because of the medical information you provide as part of participating in the wellness programs, nor may you be subjected to retaliation if you choose not to participate.

If you have questions or concerns regarding this notice, or about protections against discrimination and retaliation, please contact the **HR Service Center** at **1-888-825-5247** (1-832-854-5800 outside the U.S.).