

open enrollment considerations

if your termination of employment date is *before October 18, 2021*

Open enrollment is your annual opportunity to make changes to your health benefits; the elections you make during open enrollment take effect on January 1, 2022. If you're leaving Chevron this fall **before October 18, 2021**, we realize you may have questions about how you'll make open enrollment elections for 2022 benefits.

is your termination of employment date before October 18, 2021?



The information on the following pages applies to you if your termination of employment date is before October 18, 2021. While you won't participate in the employee open enrollment period, you will have the opportunity to make open enrollment elections for either COBRA, pre-65 or post-65 coverage, depending on the Chevron post-employment benefits for which you are eligible and enrolled. This document provides information about what to expect.

helpful reminders ...



Have you experienced a change in your life such as you moved, got married or had a baby?

If you experience a qualifying life event, you have 31 days to make changes to your benefits. However, if you're leaving Chevron soon or experience an event around the same time, be sure to report this event to the [Chevron HR Service Center](#) or on the [BenefitConnect](#) website as soon as possible. In most situations it's important to process your life event and resulting benefit changes (if any) *before* you make other benefit elections.



Are you eligible for Chevron retiree health coverage?

If you or your dependent is eligible for pre-65 Chevron retiree health coverage, and you plan to participate in COBRA coverage when you leave, you **must** make an election to cancel/decline your pre-65 retiree coverage within 31 days of when your employment ends. [More about pre-65 retiree health benefit elections.](#)

(continued next page)

If you plan to participate in Chevron COBRA coverage ...

If you plan to participate in Chevron COBRA coverage when you leave Chevron, be sure you've reviewed the [basics of COBRA](#) to understand the choices you'll have and how COBRA coverage works. Keep in mind that,

- ✓ **COBRA coverage is only available for these plans:** medical, dental, mental health and substance use disorder, vision plus, health care flexible spending account (HCSA), Health Decision Support and Healthy You.
- ✓ **You can only elect COBRA coverage for the plans in which you're enrolled at the time of your termination of employment.** If you are not participating in health plan(s) at your termination of employment, you will not be offered COBRA coverage under those plans.
- ✓ **You can enroll your dependents that are currently enrolled in active employee coverage at the time of your termination of employment.** In addition, your dependents can only elect continuation coverage for the plans in which they are enrolled at the time of your termination of employment. So, if your dependents are not enrolled in Chevron plan(s), you cannot elect COBRA coverage for those dependents.



If you're eligible for Chevron retiree health benefits, remember, you (and your eligible dependents) can participate in *either* all COBRA coverage *or* all retiree health coverage, but *not both* at the same time. For example, you cannot choose COBRA HCSA and retiree medical.

Enrollment for 2021 COBRA coverage

You'll receive a 2021 enrollment package from **BenefitConnect | COBRA** to select your COBRA choices for the remainder of 2021. All terminated, eligible employees will receive a COBRA package within 44 days of leaving Chevron. You have 60 days from the date your COBRA package is postmarked or your termination of employment date (whichever is later) to elect coverage. Your enrollment will be retroactive to the date your active employee coverage ended, if you elect COBRA coverage within the 60-day deadline.

Open enrollment for 2022 COBRA coverage

After you elect and pay for 2020 COBRA coverage, a COBRA open enrollment event will be activated, and you will receive a mailed COBRA open enrollment package with your open enrollment deadline date. Your COBRA open enrollment event will be a 14 day enrollment window.

Your 2021 COBRA choices will automatically continue in 2022, but you'll have the opportunity to make changes for 2022 COBRA coverage, if desired:

- ✓ **You'll have the opportunity to switch plans.** For example, if you're participating in a Medical HMO in 2021, you can decide to switch to the Medical PPO when you enroll in COBRA coverage.
- ✓ **You'll have the opportunity to add eligible dependents.** For example, if you aren't covering your spouse under your Medical HMO plan in 2021, you can add your spouse to Medical HMO COBRA coverage when you enroll.



learn more ...

- [About COBRA coverage and the enrollment process](#)
- [COBRA open enrollment](#)

(continued next page)

If you plan to participate in Chevron pre-65 retiree coverage ...

If you're eligible for pre-65 retiree health benefits, remember that **leaving Chevron** is an important enrollment milestone that provides you with one of the few opportunities to make coverage changes that may be otherwise limited or unavailable in the future (depending on your situation).

- ✓ For example, if you are eligible but aren't participating in Chevron health coverage, this enrollment milestone will allow you to start coverage as a retiree.
- ✓ You can also change plans and add or drop dependents during this milestone.
- ✓ Keep in mind, open enrollment is **not** an enrollment milestone.

If you haven't already, you should review the [pre-65 retiree health coverage](#) and [post-65 retiree health coverage](#) materials online to understand your enrollment choices at this milestone and begin to plan ahead. For example, if you need to apply for Medicare, you'll need to start that process approximately four months in advance of leaving Chevron.

Enrollment for 2021 pre-65 coverage

As a reminder, if you (or a dependent) are pre-65, you can make 2021 pre-65 retiree health benefit choices on the BenefitConnect website *prior to* your termination or employment date. You can also make 2021 pre-65 retiree health choices within 31 days of your termination of employment date. **We strongly encourage you to make your 2021 pre-65 election choices – including electing to decline coverage – as soon as possible; don't wait.**

Open enrollment for pre-65 coverage

Your 2021 pre-65 health coverage choices will automatically continue in 2022, but you'll have the opportunity to make changes for 2022 pre-65 health coverage, if desired. Depending on your termination of employment date, you will make 2022 pre-65 retiree elections in **one** of two ways:

- ✓ You'll participate in the open enrollment period for pre-65 retiree coverage (October 18 through October 29, 2021).
- ✓ If the standard pre-65 open enrollment period has passed, you'll make 2022 benefit elections *immediately* after you enroll in 2021 pre-65 coverage.



If you're eligible for Chevron retiree health benefits, remember, you (and your eligible dependents) can participate in *either* all COBRA coverage *or* all retiree health coverage, but *not both* at the same time. For example, you cannot choose COBRA HCSA and retiree medical.



learn more ...

- [About pre-65 health coverage and the 2021 enrollment process](#)
- [Pre-65 open enrollment](#)

(continued next page)

If you plan to participate in Chevron post-65 retiree coverage ...

If you're eligible for post-65 retiree health benefits, remember that **leaving Chevron** is an important enrollment milestone that provides you with one of the few opportunities to make coverage changes that may be otherwise limited or unavailable in the future (depending on your situation).

- ✓ For example, if you are eligible but aren't participating in Chevron health coverage, this enrollment milestone will allow you to start coverage as a retiree.
- ✓ You can also change plans and add or drop dependents during this milestone.
- ✓ Keep in mind, open enrollment is **not** an enrollment milestone.

If you haven't already, you should review the [pre-65 retiree health coverage](#) and [post-65 retiree health coverage](#) materials online to understand your enrollment choices at this milestone and begin to plan ahead. For example, if you need to apply for Medicare, you'll need to start that process approximately four months in advance of leaving Chevron.

Enrollment for 2021 and 2022 post-65 coverage

Via Benefits will help you understand your 2022 coverage and facilitate any changes as needed when you first enroll in post-65 retiree health coverage. [Learn more about post-65 health coverage and the enrollment process here.](#)



If you're eligible for Chevron retiree health benefits, remember, you (and your eligible dependents) can participate in *either* all COBRA coverage *or* all retiree health coverage, but *not both* at the same time. For example, you cannot choose COBRA HCSA and retiree medical.



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.