



good to know

what happens to my employee health and protection benefits when I leave chevron?

for eligible U.S.-payroll employees



No retiree health and protection benefits

This information applies to you if you are *not* eligible for retiree health and protection benefits when you leave Chevron.

This document applies to you if you were eligible for U.S.-payroll health and protection benefits *while employed* with Chevron, but you *are not eligible* for Chevron retiree medical, dental, and other retiree health and protection benefits after you leave Chevron. This overview also assumes your dependent(s) also meet the definition of an eligible dependent.

This overview is provided to help you understand how your employee health and protection benefits may change and the steps you may need to take when your employment with Chevron ends. *Be sure to use this document in conjunction with the other resources and contacts identified in this document.*

This information is a general overview intended to cover some but not all situations. Not all the benefits discussed here will apply to you and not all discussions will apply to your specific situation.

This communication provides only certain highlights about 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. 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. Unless required by applicable law, there are no vested rights with respect to any Chevron health and welfare plan benefit or to any company contributions towards the cost of such health and welfare plan benefits. Some benefit plans and policies described in this document may be subject to collective bargaining and, therefore, may not apply to union-represented employees.



key contacts & resources



HR Service Center

- 1-888-825-5247
 - 1-832-854-5800 (outside the U.S.)
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More pay and benefits information and resources

- hr2.chevron.com (While you're still an employee)
- hr2.chevron.com/retiree (After you've left chevron)



BenefitConnect

Access **BenefitConnect** at hr2.chevron.com/benefitconnect to:

- Manage **employee** health and protection benefits.
 - Manage your Chevron **pension** benefit.
 - Update **beneficiary designations**.
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BenefitConnect | COBRA

Contact BenefitConnect | COBRA for questions, enrollment, changes or billing regarding Chevron COBRA coverage.

- 1-877-292-6272 (1-858-314-5108 outside the U.S.)
- <https://cobra.ehr.com>
- You'll receive personalized website access information in your COBRA enrollment package *after* your termination of employment has been processed.





see also ...

additional information you should also review on hr2.chevron.com



[Leaving Chevron >](#)

Be sure to specifically access the **Leaving Chevron** page *while you're still an employee* for additional information, links and contacts to assist you prior to leaving Chevron, including [how to access or model](#) personalized benefit estimates.



[COBRA Information >](#)

More information about Chevron COBRA coverage for health benefits, including eligibility and enrollment, is available on hr2.chevron.com.



[Summary Plan Descriptions \(SPDs\) >](#)

SPDs provide specific details about your benefits, such as eligibility, covered services and participation rules.

How can I find out if I'm eligible for retiree health and protection benefits?

If you aren't sure about your eligibility status for retiree health and protection benefits you can:

Access the [BenefitConnect](#) website.



- This information is only available online *while* you're still an active employee.
- Go to the **I need to...** tab on the top navigation.
- Choose **Retiree medical eligibility** from the **My Personal Information** column.
- The field - **The date you're first eligible for retiree health benefits** – displays the date you were (or will be eligible) to participate in retiree health and welfare benefits.



Call the **HR Service Center** and ask.



medical coverage

If you're enrolled in a company-sponsored medical plan, you'll be covered until the last day of the month in which your employment ends. You can elect COBRA coverage for you and your covered dependents for this plan. If you timely elect COBRA coverage, your medical coverage will be retroactive to the date your active employee coverage ended. COBRA medical coverage will continue to include prescription drug and basic vision benefits. If you wish to continue medical coverage, you must make an election to continue it. See [COBRA Continuation Coverage](#) on hr2.chevron.com for more information and instructions about continuing coverage.

dental coverage

If you're enrolled in a company-sponsored dental plan, you'll be covered until the last day of the month in which your employment ends. You can elect COBRA coverage for you and your covered dependents for this plan. If you timely elect COBRA coverage, your dental coverage will be retroactive to the date your active employee coverage ended. If you wish to continue dental coverage, you must make an election to continue it. See [COBRA Continuation Coverage](#) on hr2.chevron.com for more information and instructions about continuing coverage.



mental health and substance use disorder coverage

The Mental Health and Substance Use Disorder Plan (MHSUD) ends the last day of the month in which your employment ends. You can elect COBRA coverage for you and your enrolled, eligible dependents for this plan. If you timely elect COBRA coverage your MHSUD coverage will be retroactive to the date your coverage ended. If you wish to continue MHSUD coverage, you must make an election to continue it. See [COBRA Continuation Coverage](#) on hr2.chevron.com for more information and instructions about continuing coverage.



vision plus program coverage

The Vision Plus Program is an optional benefit that provides prescription eyewear coverage beyond the basic vision benefit included when you're enrolled in a Chevron medical plan. If enrolled, you'll be covered until the last day of the month in which your employment ends. You can elect COBRA coverage for you and your enrolled, eligible dependents for this plan. If you timely elect COBRA coverage your Vision Plus coverage will be retroactive to the date your active employment coverage ended. If you wish to continue Vision Plus coverage, you must make an election to continue it. See [COBRA Continuation Coverage](#) on hr2.chevron.com for more information and instructions about continuing coverage.



health savings account (HSA)



As a reminder, **HealthEquity has acquired BenefitWallet**. All BenefitWallet HSAs will be transitioned to the new HSA administrator, **HealthEquity** in May 2024. To facilitate the transition, all contributions to the BenefitWallet HSA were paused effective with the second paycheck in March. **April 30** is the last day to initiate transactions against your HSA and **May 2** is the last day you can use your BenefitWallet HSA debit card. Access to your HealthEquity HSA will begin on **May 10, 2024**. Call **Special Transition Support** at **1-877-750-0524** if you have questions.

Your **health savings account (HSA)** is portable, so the money in your account belongs to you – including any applicable company contributions – when you leave Chevron. This means you can keep your HSA and *continue* to use the funds to pay for qualified medical expenses. You can also move the funds in your account to another HSA provider of your choice. You will be responsible for the monthly service fee, if any. You will also be responsible for all other fees for debit cards, stop payment and other fees. Contact the HSA administrator directly for additional questions regarding account fees and rates that may apply.

If you currently contribute to an HSA through Chevron payroll contributions (or have contributed in the past) there are some important considerations to keep in mind:

- If you are contributing to the HSA with payroll deductions at the time your employment ends, your Chevron payroll deductions will automatically stop.
- You can continue to use funds from an established HSA to pay for qualified medical expenses regardless of what medical plan you're participating in at the time (including Medicare). Go to **www.irs.com** and read **Publication 502** for more information about qualified medical expenses.
- If you are 65 or older but *don't* enroll in Medicare, you may be able to continue to save money to an HSA as long as you meet the other IRS eligibility requirements to participate. Go to **www.irs.com** and read **Publication 969** for more information.
- When you enroll in Medicare, you are no longer eligible to *open* or *contribute* to an HSA. You may be able to use your HSA funds to pay certain insurance premiums, such as Medicare Parts A and B, Medicare HMO or your share of retiree medical coverage offered by a former employer. However, you can't currently use funds tax-free to purchase Medigap or Medicare supplemental policies. Go to **www.irs.com** and read **Publication 502** for more information about qualified medical expenses.



health care spending account (HCSA)

If enrolled, your participation will end the date your employment ends. If you are eligible, you can elect COBRA coverage for the HCSA plan. See [COBRA Continuation Coverage](#) on hr2.chevron.com for more information and instructions about continuing coverage.

- Generally, **you can elect COBRA coverage for your HCSA** only if your account is underspent – in other words, the cost of coverage for the remainder of the plan year does not exceed the amount of benefits available for the remainder of the plan year. If you are eligible for and elect COBRA coverage for your HCSA, your participation will continue on an after-tax basis through the end of the current year. If you choose to continue participation, it must be at the same contribution rate as when you were an active employee. This means your cost will be your monthly election amount *plus* the 2% administrative fee. If you elect COBRA, you can continue to use the funds in your account for eligible expenses incurred through the end of the current year in which you left Chevron.
- **If you do not elect COBRA coverage for your HCSA**, your participation ends the date your employment ends. If you choose not to continue HCSA participation, you will not be reimbursed for any services received *after* the date your participation ends. However, you may request reimbursement for eligible expenses incurred during your period of participation by no later than June 30 of the following year.
- You cannot use your HCSA debit card after termination from Chevron, regardless of whether or not you choose to elect COBRA coverage for the HCSA. You must pay for the expense and submit a claim for reimbursement either by using the form, the online tool, or the mobile app.



dependent day care spending account (DCSA)

If enrolled, your contributions end the date your employment ends. COBRA coverage is not available for this plan. You can continue to use your remaining balance by submitting requests for reimbursement of eligible expenses incurred at **any time** during the calendar year in which your employment ends. Claims for reimbursement must be filed no later than June 30 of the following year. You must pay for the expense and submit a claim for reimbursement either by using the form, online tool or mobile app.



group critical illness insurance

Group Critical Illness Insurance is a voluntary benefit that pays you a lump-sum cash benefit when you or a covered dependent are diagnosed with a covered illness. You can use the cash help with doctor bills, hospital stays and even some everyday living expenses. If you are enrolled in this coverage, your participation will end on the first of the month following your termination date. However, you can continue this coverage under an individual policy at individual rates if you contact **Aflac** at **1-800-274-4833** within 31 days of your termination date. If you choose to continue this coverage under an individual policy, your premiums may change, and you will pay for this coverage through direct bill with Aflac.



group hospital indemnity insurance

Group Hospital Indemnity Insurance is a voluntary benefit that enhances your current medical and disability coverage by helping with out-of-pocket costs associated with a covered hospital stay. If you are enrolled in this coverage, your participation will end on the first of the month following your termination date. However, you can continue this coverage under an individual policy at individual rates if you contact **Aflac** at **1-800-274-4833** within 31 days of your termination date. If you choose to continue this coverage under an individual policy, your premiums may change, and you will pay for this coverage through direct bill with Aflac.



health decision support program (2nd.MD)

Your eligibility to participate will end on the last day of the month in which your employment ends. However, you can choose to elect COBRA coverage to continue participation in the Health Decision Support Program. If you timely elect COBRA coverage, your participation will continue on an after-tax basis, and your monthly cost will include a 2% administrative fee. See [COBRA Continuation Coverage](#) on hr2.chevron.com for more information and instructions about continuing coverage.



healthy you program

Your eligibility to participate will end on the last day of the month in which your employment ends. However, you can choose to elect COBRA coverage to continue participation in the Healthy Heart Program. If you timely elect COBRA coverage, your participation will continue on an after-tax basis, and your monthly cost will include a 2% administrative fee. See [COBRA Continuation Coverage](#) on hr2.chevron.com for more information and instructions about continuing coverage.



wellness credit

If you are currently receiving reduced Chevron medical premiums because you qualified for the Wellness Credit, you will not be eligible to receive the reduced medical premiums when your employment ends – whether due to retirement or for any other voluntary or involuntary reasons. You will forfeit the remainder of your annual premium reduction amount for the Wellness Credit Period effective the date your coverage ends as an eligible employee. You will not be paid the balance of the annual premium reduction you were potentially eligible to receive in cash or in any other form. COBRA coverage is not available.



short-term disability (STD) plan

Your coverage under the STD Plan ends the day your employment ends, so you are not eligible for benefits under the STD Plan after you leave the company. You cannot convert (or port) this coverage into an individual plan. Please call the **HR Service Center** to discuss your situation (choose the option for reporting an absence).

long-term disability (LTD) plan

Your eligibility for coverage under the LTD Plan ends the day your employment ends. You cannot convert (or port) this coverage into an individual policy. However, if you've already satisfied the elimination period or are receiving benefits under the LTD Plan when your employment ends, you may be eligible for continued LTD benefits. Please call the **HR Service Center** to discuss your situation (choose the option for *reporting an absence*).

disability insurance program (california only)

If you are enrolled in the Chevron Voluntary Disability Insurance Plan, your coverage ends on the date your employment ends. You cannot convert (or port) this coverage into an individual policy. However, you could be eligible for benefits after your employment ends if:

- **You're disabled on your termination date.** Benefits can continue if you remain disabled (for that disability only). If you need to file a claim for benefits under the Chevron Voluntary Disability Insurance Plan, contact the HR Service Center, and listen for the option to report a disability.
- **If you become disabled after your termination date,** you may be eligible for benefits from the California State Disability Insurance Program. Contact the nearest office of the Employment Development Department to determine if you're eligible for benefits from the state.



basic life insurance plan

Coverage will end on the date your employment ends. You can convert all or a portion of your company-paid life insurance to an individual policy at individual rates with **Securian**. You must elect to convert within 31 days of the date your employment ends. You may not have to provide proof of good health if you convert your existing coverage. Premiums are paid directly to Securian. Securian will provide additional information regarding conversion separately, or you can call them directly at **1-866-365-2374**.

supplemental life insurance plan

If enrolled, coverage will end on the date your employment ends. You can convert or port this coverage with **Securian** directly, *at their rates*. You must elect to convert or port within 31 days of the date your employment ends. You may not have to provide proof of good health if you convert or port your existing coverage. Premiums are paid directly to Securian. Securian will provide additional information regarding conversion or porting separately, or you can call them directly at **1-866-365-2374**.

dependent life insurance plan (spouse, domestic partner, child)

If enrolled, coverage will end on the date your employment ends. You can convert or port* coverage with **Securian** directly, *at their rates*. You must elect to convert within 31 days of the date your employment ends. You may not have to provide proof of good health if you convert your existing coverage. Premiums are paid directly to Securian. Securian will provide additional information separately, or you can call them directly at **1-866-365-2374**.

**Eligibility to port dependent coverage is contingent on porting your supplemental coverage*

voluntary group accident insurance

If enrolled, coverage will end on the last day of the last period for which a premium is paid. You cannot convert (or port) this coverage into an individual policy.

on-the-job accident insurance

Your coverage will end on the day your employment ends. You cannot convert (or port) this coverage into an individual policy.

business travel accident insurance

Your coverage will end on the day your employment ends. You cannot convert (or port) this coverage into an individual policy.

long-term care insurance plan

Coverage continues as long as you pay your premiums to **Genworth Life**. Contact Genworth directly at **1-800-416-3624** if you have questions.

group auto and home insurance

If enrolled, payroll deductions and group premium rates will end on the date your employment ends. Individual policy coverage can continue if you contact **Mercer Voluntary Benefits** at **1-800-274-4833** within 31 days of your termination date to move to direct bill. If you move to direct bill, your premiums may change, and you'll pay the insurer directly for coverage.