

# open enrollment considerations

## if your termination of employment date is *before* annual open enrollment

**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 of the new calendar year**. If you're leaving Chevron **before open enrollment** (typically held in October), here's how you'll make open enrollment elections for the new calendar year.

### is your last day of employment *before* annual open enrollment?

The information in this document applies to you if your termination of employment date is *before* annual open enrollment (typically held in October).



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:

- **If you plan to participate in Chevron COBRA coverage**
- **If you plan to participate in Chevron pre-65 health coverage**
- **If you plan to participate in Chevron post-65 health coverage**

### 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.

### Eligible for Chevron pre-65 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 this calendar year COBRA coverage

You'll receive an enrollment package from **BenefitConnect | COBRA** to select your COBRA choices for the remainder of remainder of the calendar year. 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 COBRA coverage for the new calendar year

After you elect and pay for this calendar year 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 current year COBRA choices will automatically continue in the following year, but you'll have the opportunity to make changes for the new year's COBRA coverage, if desired:

- ✓ **You'll have the opportunity to switch plans.** For example, if you're participating in a Medical HMO this year, 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 this year, 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](#)

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

If you're eligible for pre-65 retiree health benefits, remember that **leaving Chevron** is an important retiree health 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.



This document is focused *only* on open enrollment elections. It *does not* provide full information about retiree health and protection coverage, eligibility, initial enrollment. For further discussion, information, enrollment milestone, critical deadlines and instructions for retiree coverage, access the [Leaving Chevron](#) resource on [hr2.chevron.com](https://hr2.chevron.com).



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 this calendar year pre-65 coverage

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

### Open enrollment for pre-65 coverage for the new calendar year

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

- ✓ You'll participate in the open enrollment period for pre-65 retiree coverage.
- ✓ If the standard pre-65 open enrollment period has passed, you'll make the new calendar year's benefit elections *immediately* after you enroll in this calendar year's pre-65 coverage.



#### learn more ...

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

## 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.



This document is focused *only* on open enrollment elections. It *does not* provide full information about retiree health and protection coverage, eligibility, initial enrollment. For further discussion, information, enrollment milestone, critical deadlines and instructions for retiree coverage, access the [Leaving Chevron](#) resource on [hr2.chevron.com](#).



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 this calendar year and the new calendar year post-65 coverage

Via Benefits will help you understand your new calendar year 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.](#)



*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.*