

dependent care flexible spending account (FSA)

transition information

your chevron choice

The **Dependent Day Care Spending Account (DCSA)** is Chevron's **flexible spending account** plan for dependent day care expenses for a qualified dependent – like after-school childcare, a licensed childcare provider, or school tuition up to kindergarten – so you and your spouse can go to work. This plan allows you to pay for certain eligible dependent day care expenses with before-tax dollars. Each month, you contribute a set amount to your account through before-tax payroll deductions. Then you use the funds in your account to pay for eligible dependent care expenses. For more information about Chevron's Dependent Care FSA – the **DCSA** – and how it works, including temporary changes to normal plan rules due to the COVID-19 pandemic, go to hr2.chevron.com/noble.

what happens to your noble dependent care FSA

- Your Noble Dependent Care FSA closes on **September 30, 2021**.
- Final payroll contributions to your Noble Dependent Care FSA will be taken on your last Noble paycheck on **October 8, 2021**. Payroll contributions to your Chevron Dependent Care FSA – the DCSA – will begin on subsequent Chevron paychecks after you enroll.
- **Your Noble Dependent Care FSA balance cannot be transferred to Chevron's DCSA**; however, you have the option to enroll in Chevron's DCSA for the remainder of 2021, if desired.



dependent care FSA transition checklist

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| <input type="checkbox"/> If you want to participate in the Chevron DCSA for 2021, you must enroll October 1 – October 31, 2021 . <i>Coverage is not automatic.</i> | <input type="checkbox"/> Outstanding claims for reimbursement of eligible expenses incurred on or before September 30, 2021 , should be filed directly with Smart-Choice according to your Noble plans' established procedures and deadlines. |
| <input type="checkbox"/> If you want to participate in the Chevron DCSA for 2022, you must enroll during open enrollment October 18 – October 29, 2021 . <i>Coverage is not automatic and does not carry over year-to-year.</i> | <input type="checkbox"/> If you choose to enroll in the Chevron DCSA, pay close attention to 2021 IRS contribution limits to avoid a tax penalty. (See below for more.) |

2021 dependent care FSA annual IRS limits

Your total contributions to *all* Dependent Care FSA accounts (Noble, Chevron, and others) cannot exceed the IRS limit of **\$10,500 single or married filing jointly/\$5,250 married filing separately** for 2021.* The enrollment website will allow you to contribute up to the 2021 annual maximum, but it's your sole responsibility to track *all* contributions to *all* your Dependent Care FSA accounts and contribute accordingly to avoid a tax penalty.

*The special carryover due to temporary COVID-19 rules does not count toward the IRS limit. Visit hr2.chevron.com/noble for current information.