

# health savings account (HSA)

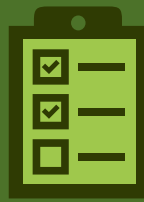
## transition information

### what happens to your fidelity HSA

- Final payroll contributions to your Fidelity HSA will be taken on your last Noble paycheck on **October 8, 2021**. After this date, payroll contributions to this account are not available.
- **Noble company contributions** to the Fidelity HSA end effective October 8, 2021.
- You can keep your Fidelity HSA if desired. You can continue to make personal contributions to this account, but make sure you're eligible to do so under IRS rules and watch out for annual IRS limit requirements. You'll be responsible for paying the monthly account administration fee. Contact Fidelity if you have further questions about maintaining your Fidelity HSA account.

### you have three choices for your fidelity HSA:

1. You can **keep your Fidelity HSA** and maintain this account separately. If desired (and eligible) you can still also enroll in the Chevron HDHP or HDHP Basic, open a **BenefitWallet HSA**, and contribute to that account through Chevron payroll deductions.
2. If you prefer to consolidate your HSA accounts, you can **roll over your Fidelity HSA** after you open the BenefitWallet HSA.
3. You can rollover your Fidelity HSA into **another institution's HSA**. Contact Fidelity and the other institution for further instructions.



## benefitwallet HSA transition checklist

- ☐ You can open a **BenefitWallet HSA** with the convenience of Chevron payroll deductions if you enroll in either the Chevron HDHP or HDHP Basic and you meet IRS eligibility requirements to open and contribute to an HSA. (See page 28 for more enrollment instructions.)
- ☐ You may receive a **Chevron company contribution** to the BenefitWallet HSA in 2021 and/or 2022 if you meet the requirements. (See page 28 for more.)
- ☐ If you choose to open a BenefitWallet HSA, pay close attention to **2021 IRS contribution limits** to avoid a tax penalty. (See right for more.)
- ☐ You can choose to rollover your **Fidelity HSA** or **any HSA** through another institution after your BenefitWallet account has been confirmed as open. More instructions for rollover are available at [hr2.chevron.com/noble](https://hr2.chevron.com/noble).
- ☐ If you open a BenefitWallet HSA you'll receive a **special purpose HSA debit card** to use to pay for qualifying medical expenses.
- ☐ Qualifying medical expenses that occur on or after the date your account is open can be reimbursed from your BenefitWallet HSA, as long as you have enough money in your account.

### 2021 HSA annual IRS limits

Your total contributions from all sources (company, payroll and personal contributions) to all HSA accounts (Fidelity, BenefitWallet and others) cannot exceed these limits in 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 HSA accounts and contribute accordingly to avoid a tax penalty.

- Individual: **\$3,600**
- Family: **\$7,200**
- Make an extra \$1,000 in catch-up contributions starting in the calendar year you turn age 55.

## how to open the benefitwallet HSA

You will open the BenefitWallet HSA directly from Chevron's enrollment system, BenefitConnect. Enrollment instructions will be provided on [hr2.chevron.com/noble](https://hr2.chevron.com/noble) just prior to October 1, but the general steps are:

1. You must first enroll in either the **Chevron HDHP** or **HDHP Basic** on the BenefitConnect website.
2. The **BenefitWallet HSA** option will then be opened for you to select from your enrollment menu.
3. **Choose your contribution amount**; you can also choose to open an account but *not* contribute. Please see the IRS limit information on page 27 for important considerations.
4. Read the requirements on the screen to **certify you meet IRS eligibility requirements**.
5. **Submit** your HSA election.
6. Enrollment and opening of your BenefitWallet HSA is a one-time requirement. Your account **automatically continues each year** as long as you remain enrolled in the Chevron HDHP or HDHP Basic. Your contribution percentage also automatically continues unless you change it.

Generally, this is all you need to do to enroll in and open your HSA. BenefitWallet will send information to you once your account opening is completed. However, in some situations, BenefitWallet may contact you directly if further information is needed to complete certain federal requirements before your account opening can be completed. If this occurs, be sure to respond to this request right away to ensure your account is opened as soon as possible and you remain eligible for any company contribution.

You can start, stop or change your HSA contributions on the BenefitConnect website at any time during the year for any reason.

### how to receive the chevron company contribution

If you want Chevron to contribute to your BenefitWallet HSA, you don't have to contribute to the HSA, but you must meet the following enrollment and account opening deadlines:

**2021**

To receive the applicable company contribution for 2021, you must enroll in the Chevron HDHP or HDHP Basic and enroll in your BenefitWallet HSA **October 1** through **October 30, 2021**. Your account must be open by November 15, 2021 to receive the 2021 contribution.

**2022**

To receive the applicable company contribution for 2022, you must be enrolled in the Chevron HDHP or HDHP Basic and be enrolled in the BenefitWallet HSA on **January 1, 2022**. If you are not already enrolled for 2021, you must make these elections during Chevron's open enrollment **October 18** through **October 29, 2021**, and your account must be open by November 15, 2022, to receive the 2022 contribution.

## 2021 company contribution to the benefitwallet HSA

Your company contribution is based on the coverage level you choose for your HDHP or HDHP Basic medical election at enrollment/open enrollment. Legacy Noble employees are eligible for half of the Chevron company contribution amount for 2021, even if you already received a Noble Fidelity HSA company contribution in 2021. If you're eligible, you'll receive the full Chevron company contribution in 2022.

<b>You Only</b>	\$250	<b>You + Child(ren)</b>	\$375
<b>You + One adult</b>	\$375	<b>You + Family</b>	\$500