

health flexible spending account (FSA)

transition information

what happens to your noble health FSA

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



learn more about the chevron HCSA online

For more information about Chevron's Health FSA – the HCSA – and how it works, go to hr2.chevron.com/noble.



health FSA transition checklist

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| <input type="checkbox"/> If you want to participate in the Chevron HCSA for 2021, you must enroll October 1–October 31, 2021 . <i>Coverage is not automatic.</i> | <input type="checkbox"/> If you choose to enroll in the Chevron HCSA, pay close attention to 2021 IRS contribution limits to avoid a tax penalty. (See below for more.) |
| <input type="checkbox"/> If you want to participate in the Chevron HCSA 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 enroll in the Chevron HCSA for 2021, you'll receive a special purpose FSA debit card to use to pay for qualifying medical expenses that occur on or after October 1, 2021 . |
| <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. | |

2021 health FSA annual IRS limits

Your total contributions to *all* Health FSA accounts (Noble, Chevron and others) cannot exceed the IRS limit of **\$2,750** 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 Health 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.