



Update to Health Rewards

Update to the Summary Plan Description

Effective January 1, 2015

All changes described in this SMM are effective January 1, 2015 unless otherwise indicated.

This enclosed newsletter serves as an official summary of material modification (SMM) for the plans referenced herein. Please keep this information with your other plan documents for future reference. This communication provides only certain highlights about changes of 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. There are no vested rights with respect to Chevron health care plans or any company contributions towards the cost of such health care plans. Rather, 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. Some benefit plans and policies described in this document may be subject to collective bargaining and, therefore, may not apply to union-represented employees.

You can access the summary plan descriptions for your benefits on the Internet at **hr2.chevron.com** or by calling the HR Service Center at 1-888-825-5247 (610-669-8595 if you're outside the U.S.), option 2.

This SMM applies to the following summary plan description:

- **January 1, 2014 Wellness Programs Summary Plan Description** (both the individual SPD posted online and the Your Chevron Health Benefits Summary Plan Description for U.S.-Payroll Employees compilation available in print.)

Health Rewards Chapter

Health Rewards Description Section

This information replaces the current information in this section with updated dates.

2015 Health Rewards include the following:

- **\$250 Wellness Credit** added to your Health Care Spending Account on January 1, 2016.
- **Entry into a drawing for a chance to win free medical premiums** for all of 2016 for you and your eligible dependents.

How to Qualify

Each time you complete a qualifying wellness activity, you'll earn points towards the health rewards. To qualify for health rewards you must:

- **Accumulate 250 points** by October 31, 2015.
- **Take the health questionnaire** by October 31, 2015.
- **Meet the eligibility requirements** for Wellness Credits and entry into the drawing for free medical premiums.

How to Take the Voluntary Health Questionnaire

You can complete the questionnaire at home or at work. If you complete the voluntary health questionnaire online, you will receive your results immediately.

Note that when you take the voluntary health questionnaire, you'll be asked to provide your personal health numbers, including your lab tests, so it's a good idea to have them ready. You don't need all of these numbers to take the health questionnaire or participate in the program, but you'll receive a more accurate result if you do.

- Go to **hr2.chevron.com/wellness/rewards.asp**
- Choose the link for the **health questionnaire** on the page.
- Follow the instructions on the screen to begin.
- Eligible dependents will need the employee's CAI to register on the site and create a username and password.

Health Rewards Chapter

Wellness Credits Section

This information replaces the current information in this section with updated dates.

This section generally describes the Chevron Corporation policy as of January 1, 2015, regarding its Wellness Credit, which is an additional contribution to the cost of a participant's Chevron medical coverage as described below. This section is not a plan text, a summary plan description or a summary of material modification because the amount of the company contribution and how it is determined is not itself part of a medical plan. Nevertheless, if it should be determined to be part of a medical plan, this document shall constitute the applicable plan provision and summary plan description. There are no vested rights with respect to Chevron medical plans or any company contributions toward the cost of such medical plans. Rather, 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 was previously subject to a grandfathering provision. Some benefit plans and policies described in this document may be subject to collective bargaining and, therefore, may not apply to union-represented employees.

What is a Wellness Credit?

A Wellness Credit is a credit to the Chevron Health Care Spending Account (HCSA), which is a health care flexible spending account (FSA) plan. The HCSA permits you to pay for certain health care expenses (referred to as qualified expenses or eligible health expenses) with pre-tax dollars. Use of the amount of the Wellness Credit is subject to HCSA plan rules. See the *Chevron Health Care Spending Account (HCSA)* summary plan description for more information about qualified expenses and plan rules, including circumstances that may result in forfeiture. For instance, if you don't have enough qualified expenses to use all of the money credited to your HCSA account, you will forfeit the money that's left over after the end of the plan year (or after termination of employment, if earlier, unless you elect Continuation Coverage or COBRA).

If you are enrolled in the Chevron High Deductible Health Plan (HDHP), and you meet the requirements to qualify for health rewards, a Limited Purpose Health Care Spending Account (LHCSA) will automatically be established for you. This is because you are not allowed to participate in the Health Care Spending Account (HCSA) if you are enrolled in the HDHP. Your Wellness Credit will be deposited into your LHCSA on January 1, 2016, as long as you're still eligible. The LHCSA may only be used to pay for eligible *dental* and *vision* expenses you incur between January 1, 2016 and December 31, 2016. You'll receive a separate special purpose debit card to use to pay for eligible expenses along with more instructions later this year.

Wellness Credit Eligibility Requirements

U.S. - payroll employees eligible for Chevron's health plans are eligible to qualify for Wellness Credits. See the *Who's Eligible to Participate* section in this summary plan description for the detailed eligibility requirements. While your spouse, domestic partner or child dependents may be able to participate in certain wellness activities or programs, they cannot earn points or qualify for Wellness Credits. You must also meet these additional requirements to qualify for a Wellness Credit:

- You must complete the specific health reward requirements by the stated deadlines. See the *Health Rewards Description* heading in this section for the current requirements.
- You must be a current U.S.-payroll employee who is eligible for coverage in the health plans on the date your Wellness Credit is credited to your HCSA (or LHCSA) account.

Note that you do not have to be enrolled in any of Chevron's U.S. medical plans. In addition, you do not have to enroll or be enrolled in the HCSA (or LHCSA) at the time you receive your credit. But if you are already enrolled, your Wellness Credit will be automatically added to your account, in addition to the contribution amount you elected during open enrollment.

If both you and your spouse or domestic partner are Chevron U.S.-payroll employees, you can both qualify for Wellness Credits, up to \$250 each, if you meet the Wellness Credit deadlines and eligibility requirements.

How to Qualify for a Wellness Credit

The requirements to qualify for a Wellness Credit vary from year to year. See the Health Rewards Description heading in this section for the current requirements.

Health Rewards Chapter

Drawing for Free Medical Premiums Section

This information replaces the current information in this section with updated dates.

Actual Prize

Twenty prizes (as described below) will be awarded.

- Drawing winners will receive free medical premiums from January 1 through December 31 for the year specified. This means that Chevron will pay both the employee contribution amount and the company contribution amount for your medical coverage. You pay nothing for your monthly medical premiums out of your paycheck during the prize period (as long as you remain an eligible employee).
- Free premiums apply to all Chevron-sponsored medical coverage options for U.S. payroll employees - Medical PPO, Chevron High Deductible Health Plan, Medical HMOs and the Global Choice Plan (U.S.-Payroll Expatriates). It does not apply to dental, the Vision Plus Program, mental health and substance abuse coverage, COBRA/Continuation or any retiree health coverage.
- Free premiums apply to you and your eligible, enrolled dependents (spouse, domestic partner and children). See the *Who's Eligible to Participate* section in this summary plan description for the eligibility requirements.
- Prize applies to medical coverage monthly premiums only. Winners will continue to be responsible for actual medical services and charges including (but not limited to) copayments, office visits, deductibles and other out-of-pocket expenses.

Eligibility Requirements

U.S. - payroll employees eligible for Chevron's health plans are eligible to qualify to be entered into the drawing for free medical premiums and to win. See the *Who's Eligible to Participate* section in this summary plan description for the detailed eligibility requirements. You must also meet these additional requirements to qualify to be entered into the drawing and to win:

- You must complete the specific health reward requirements by the stated deadlines. See the *Health Rewards Description* heading in this section for the current requirements.
- You must be a current U.S.-payroll employee who is eligible for coverage in the health plans - the Omnibus Health Care Plan which includes the Medical PPO Plan, Chevron High Deductible Health Plan, Medical HMOs, and Global Choice Plan (U.S.-Payroll Expatriates).

The following employees are not eligible to win free medical premiums:

- Pay Scale Grade (PSG) 26 and above are not eligible to win the prize.
- U.S. Benefits, Health & Medical, and any individual associated with or who has intimate knowledge of the Healthy Heart Program are not eligible to win the prize.

Basis of Prize Amount

If you are selected as a winner, your prize will be based on your Chevron-sponsored medical plan option, coverage level, cost and enrolled dependents as described below.

- If you made elections for changes to your medical coverage during the open enrollment period, then that election will be used to calculate your free medical premiums.
- If you are enrolled in Chevron-sponsored medical coverage and did not make changes during open enrollment, then your coverage effective January 1 of the specified prize year will be used to calculate your free medical premiums.
- If you are not enrolled in Chevron-sponsored medical coverage at the closing of the open enrollment period, and you did not make an election during open enrollment, then you will be given a one-time opportunity to elect Chevron coverage for you and your eligible dependents. You must complete your election in December of the year prior to the prize year. Coverage will be effective January 1 of the prize year. If you win, special enrollment instructions will be provided to you.

Selection and Notification of Winners

All 20 winners will be randomly selected by a neutral third-party, Xerox. The drawing will be held in November of the year prior to the prize year. Winners will be individually notified and announced in December of the year prior to the prize year. Winners will be asked to consider to agree to promotion of their names by signing a HIPAA privacy authorization.