



update to health rewards

update to the summary plan description

effective january 1, 2020

All changes described in this SMM are effective January 1, 2020 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

This information includes updated program dates and deadlines.

What is the Wellness Credit?

The Wellness Credit is a premium reduction of up to \$750 annually on qualifying Chevron-sponsored medical plan coverage premiums from **January 1** through **December 31** of the applicable **Wellness Credit Period**.

Wellness Credit Period

The **Wellness Credit Period** is the period of time in which qualifying participants will receive the Wellness Credit. Wellness Credit Periods for the Health Rewards program are as follows:

- **2021 Wellness Credit Period**
January 1 – December 31, 2021 (Deadline to qualify, October 30, 2020)

How to Qualify

To qualify for Health Rewards and the Wellness Credit you must:

- Meet the **eligibility requirements** to participate in Health Rewards.
- Register on the **WebMD Healthy Heart Program website** to complete and log qualifying activities for points. *All points must be logged on the WebMD website during the current qualifying period.*
- Each time you complete and log a **qualifying wellness activity**, you'll earn points.
- **Accumulate 1,000 points** during the applicable qualifying period by the stated deadline.
- Meet the additional **Wellness Credit eligibility requirements**.

Remember, U.S. payroll employees who are eligible for Chevron's health plans may earn points; however, you must *also* meet the Wellness Credit eligibility requirements at the time you receive credit *and* for the duration of the Wellness Credit Period.

Note that each year, after the qualifying period deadline has passed, the **health rewards** section on the **WebMD website** will be temporarily unavailable until a new qualifying period is opened.

Qualifying Period

The **Qualifying Period** is the set period of time in which eligible employees can complete qualifying wellness activities to earn points toward the Wellness Credit. Qualifying Periods for the Health Rewards program are as follows:

- **January 1 – October 30, 2020**
Qualifying period for the 2021 Wellness Credit

Qualifying Activities and Points

The list of qualifying activities and their associated point value may change from year to year. The complete list of qualifying activities, requirements and available points are posted each qualifying period online on the **Health Rewards** section of hr2.chevron.com/wellness as well as on the health rewards section of the **WebMD Healthy Heart Program website**.

Many of the activities require advance scheduling and time to complete, so allow plenty of time to accumulate the required points before the deadline. **Points do not roll over from year to year.**

If you have a health condition and don't think you can meet a standard for qualifying for health rewards and the Wellness Credit, you might be eligible for an opportunity to earn the same reward by different means. Send an email to heart@chevron.com and we will work with you to find alternative activities that are right for you considering your health status.