



your chevron total rewards

for U.S.-payroll employees



you're focused on innovating the future of energy. your chevron total rewards are focused on supporting you and your family.

The total value of your employment at Chevron is made up of your entire employment experience. The rewards you receive come in many forms and add up to much more than your regular paycheck. Your direct pay, Chevron-sponsored benefits and programs, career development opportunities, work environment and the work you do all combine to make what we refer to as your **Total Rewards** at Chevron. This introduction provides a high level overview of your Chevron Total Rewards. Over the course of the HR integration, we'll take a closer look at the benefits and programs that make up each of the four main components of your Total Rewards: your life, your health, your wealth and your career.



your life

Time away from work

Time off to rest and recharge is automatically included through paid vacation and holidays. The company also provides short- and long-term disability benefits that are designed to help protect your income if you're unable to work due to illness, injury or other medical condition, including preventive care or to give birth.

A paid Bonding benefit is available for mothers and fathers to bond with a new child, and Family Care provides pay when you need to care for an ill or injured loved one.

Work and life balance

Chevron offers programs that support you with balancing the demands of your personal life, your career and the goals that are most important to you. Programs include flexible work schedules, parents and parents-to-be resources, financial management and planning resources, the Employee Assistance and WorkLife Services program, and more. You may not always require or use all of these programs, but their true value is the flexibility to call upon them when needed.

You'll have access to support programs intended to help you and your family take care of yourself, manage stress and balance your life – on and off the job.





your health

Caring for your day-to-day health care needs

Medical and dental plan choices include a preferred provider organization (PPO) plan or, depending on location, a health maintenance organization plan (HMO) coverage option. High deductible medical plans are also available. All medical choices automatically include coverage for prescription drugs and basic vision care, and all provide access to a health account option – either a health flexible spending account (FSA) or a health savings account (HSA). Behavioral health coverage for mental health and substance use disorder is automatically provided to eligible employees at no cost.

Additional support from supplemental programs

Optional benefits expand your core coverage to provide more support where you need it. Coverage choices include the Vision Plus Program, critical illness and hospital indemnity insurance, a second opinion service, and more. Most medical plan choices offer virtual visit programs and other special programs to help manage certain conditions, such as cancer, diabetes or cardiac concerns.

Wellness programs help you focus on a healthy future

Health and wellness resources, including a variety of health-oriented programs, help you and your family maintain a healthy lifestyle. Healthy You includes access to health coaching, an online health assessment and health behavior change tools. The meQuilibrium (meQ) resource can help you support your emotional health. As you use resources and reach health goals, you can earn reduced Chevron medical premiums with Health Rewards.

Retiree health benefits

You may be eligible for retiree health benefits if you meet certain age and service requirements when your employment ends.

Your Chevron health benefits provide you with the flexibility to choose the coverage that best supports the total wellness of you and your family.





your wealth

Cash compensation

Your cash compensation is a combination of your base pay – your fixed annual salary or wage rate – and variable pay programs, such as the annual Chevron Incentive Plan (CIP), which recognize current and sustained performance.

Financing your retirement

Your Chevron benefits provide you with *two* ways to prepare financially for retirement. A pension – the Chevron Retirement Plan – is fully paid by Chevron and your benefit is based on various factors, including length of service, age and applicable pay. A 401(k) savings plan – the Employee Savings Investment Plan – allows you to set aside money for your retirement, while Chevron matches a portion of your contributions.

Protection benefits

Choose from a variety of company-paid and voluntary protection benefit choices, including life, accident, group auto and home, and long-term care insurance coverage choices.

Your Chevron wealth benefits include programs and benefits to help you prepare financially – for today and for the future.



your career

You'll have access to a wealth of resources that will help you prepare for required items such as performance management, as well as learn more about optional programs intended to help you grow your career.



We support your pursuit of a purpose-driven career, one where your personal interests and personal values are aligned with our shared growth. Chevron brings together some of the best and brightest experienced professionals in the industry and, then, offers continued education and training programs to help you cultivate your skills and expand your career.



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