



## health accounts | saving for health care

All of Chevron's medical plans offer access to one of two tax-advantaged accounts, either the **Health Care Flexible Spending Account (Health FSA)** or a **health savings account (HSA)**. These accounts are very similar to the PDC Energy health accounts you may use today. The premise of these accounts is simple. You contribute money, and later you can use the money in your account to help pay for certain out-of-pocket health care costs. **Note that you can't be enrolled in both accounts at the same time.** Visit [hr2.chevron.com/PDCEnergy](https://hr2.chevron.com/PDCEnergy) to learn more.

	health care flexible spending account	health savings account								
<b>Eligible Plan</b>	Chevron Medical PPO Plan Chevron Medical HMO Plan Waive Chevron medical coverage	Chevron High Deductible Health Plan Chevron High Deductible Health Plan Basic								
<b>Account, Contributions</b>	Contribute via pre-tax payroll deductions into an <b>Anthem ActWise</b> account. A Health FSA debit card will be provided.	<b>Fidelity HSA</b> to contribute via pre-tax payroll deductions. An HSA debit card will be provided.								
<b>Company Contributions*</b>	Ordinarily, Chevron does not contribute. However, there is a <a href="#">special one-time flat-rate contribution in 2025</a> of <b>\$500</b> per employee account.  Paid in one lump sum by the end of January 2025.	<table border="0"> <tr> <td>You only</td> <td><b>\$500</b></td> </tr> <tr> <td>You + one adult</td> <td><b>\$750</b></td> </tr> <tr> <td>You + child(ren)</td> <td><b>\$750</b></td> </tr> <tr> <td>You + family</td> <td><b>\$1,000</b></td> </tr> </table> Paid in one lump sum by the end of January 2025.	You only	<b>\$500</b>	You + one adult	<b>\$750</b>	You + child(ren)	<b>\$750</b>	You + family	<b>\$1,000</b>
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<b>Fund Rollover</b>	<b>Chevron's account does not roll over.</b> The money you contribute must be spent by December 31 and you have until June 30 of the following year to submit claims for qualified expenses in the previous year. After that, any unspent and unclaimed money will be forfeited.	<b>Any money you contribute is yours.</b> It rolls over from year to year and you can use it to pay for qualified medical expenses now or at any time in the future, regardless of the medical plan you're enrolled in at the time. An HSA can be another part of your retirement savings.								
<b>Election Changes</b>	In general, your enrollment election to participate and the amount you choose to contribute applies until December 31, 2025. It cannot be changed, unless you experience certain qualifying life events. <b>You must re-enroll each year to continue participation.</b>	You can start, stop, or change your HSA contributions at any time during the year on the BenefitConnect website. <b>Enrollment is a one-time requirement; you do not need to re-enroll to continue participation if you remain in the HDHP or HDHP Basic.</b>								
<b>Contribution Limits**</b>	The IRS limits your total annual contributions. <a href="#">Go online for the 2025 limit.</a> <sup>†</sup>	The IRS limits your total annual contributions. <a href="#">Go online for the 2025 limits.</a> <sup>‡</sup>								

\*To receive the HSA company contribution for 2025, you must be enrolled in the Chevron HDHP or HDHP Basic and be enrolled in the Fidelity HSA on January 1, 2025. You must enroll during your enrollment period, December 9 through December 20, 2024.

\*\*The Chevron enrollment website will allow you to contribute up to the applicable 2025 annual maximum, but it's your sole responsibility to track all contributions to all your account(s) and contribute accordingly to avoid a tax penalty.

<sup>†</sup> Your total contributions to all Health FSAs (Chevron, and another employer) cannot exceed the IRS limit for 2025.

<sup>‡</sup> Your total contributions from all sources (company, payroll and personal contributions) to all HSA accounts (Fidelity and others) cannot exceed the IRS limit for 2025. Rollovers (including merged Fidelity accounts) do not count against the limit.

## ACTION REQUIRED

december 31



If enrolled, your PDC **flexible spending account** debit cards will be automatically deactivated on December 31, 2024. Be sure to update any automatic payments that are set up to process with this card.

december 31



If you are currently contributing to the PDC **health and/or dependent care flexible spending account(s)**, monitor and plan your eligible expenses accordingly to ensure you use your balance by December 31, 2024.

december 9



If you are currently contributing to the **Fidelity HSA**, you'll need to decide if you want to keep your HSA separate, or merge it so you can continue payroll contributions, or rollover to another financial institution. Depending on your decision, action may be required starting December 9.

### Flexible Spending Accounts

#### no rollovers, spend your balance by december 31, 2024!

The PDC dependent and health flexible spending accounts (FSAs) will end on December 31, 2024. For this reason:

- Rollover of your PDC Health FSA account balance is not possible in 2025, whether through your PDC FSA or the Chevron Health FSA.
- PDC Dependent Care FSA accounts cannot be rolled over to the Chevron Dependent Care FSA.

Be sure to monitor your FSA balance(s) and plan your eligible expenses to ensure you do not lose any of the dollars you have contributed (or will contribute) in 2024.

You have until **March 31, 2025**, to request reimbursement from [Rocky Mountain Reserve](#) for expenses incurred in 2024, but you are strongly encouraged to submit any claims for reimbursement as soon as possible during the transition.

### Fidelity HSA options

#### make decisions about what to do with your HSA

Fidelity is *also* the custodian Chevron has chosen for the HSA. If you currently contribute to the Fidelity HSA through PDC, you have the following choices:

- You can **rollover** your existing PDCE Fidelity HSA into another HSA. **Contact Fidelity** for further instructions.
- If you decide to waive Chevron medical coverage or you don't enroll in the Chevron HDHP or HDHP Basic, you can keep your Fidelity HSA and **maintain this account separately**. Payroll deductions and the company contribution will end effective December 27, but your debit card and account will remain active.
- You can **merge** your PDC Fidelity HSA with the Chevron Fidelity HSA. Fidelity can merge your PDC account with your Chevron account effective January 1, 2025. With this choice, you can continue payroll contributions, and you'll be eligible to receive the Chevron 2025 HSA company contribution. You can also continue to use the same HSA debit card and the same Fidelity NetBenefits login. To activate this option, elect the Chevron HDHP or HDHP Basic *and* the Fidelity HSA during your Chevron enrollment period on the BenefitConnect website, **December 9 – December 20, 2024**. Fidelity will do the rest!