

# health accounts

All of Chevron's medical plans offer access to one of two tax-advantaged accounts, either the **Health Care Spending Account (HCSA)** or a **health savings account (HSA)**.

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. However, be sure to take a closer look. Their names sound similar, but they serve two *very* different purposes.

Enrolling in either health account is a voluntary choice, and the account you can use varies based on the medical plan you choose. **In addition, you can't be enrolled in both accounts at the same time.** The side-by-side comparison on the next page highlights how they're similar and how they're different.



See page 16 for HSA information.

## the health savings account (HSA) is exactly that, a savings account.

This account is designed for **long-term savings** so the focus is on putting in as much money as you can. This means there is no pressure to use the money in your account right away. If you want to pay for an expense out-of-pocket and keep the money in your account, you can. If you would rather use the money in your account, that's your choice, too.



See page 17 for Health FSA information.

## the health care spending account (HCSA) is a flexible spending account.

This account is a flexible spending account designed for **short-term spending**. The account only lasts for the calendar year, and any unspent and unclaimed money after the annual deadline will be forfeited. The focus for this account is on setting aside a small amount of money and spending it all during the calendar year.



### health savings account (HSA)

A personal account separate from your Chevron benefits.

You **must** enroll in a high deductible health plan to open or contribute, including:

- Chevron HDHP
- Chevron HDHP Basic

You can choose an HSA from any institution that offers them but open a **BenefitWallet HSA** and you can contribute via pre-tax payroll deductions.

**Chevron contributes to the BenefitWallet HSA.**  
See page 16 for more details.

**The IRS limits your total annual contributions.**  
See page 16 for more details.

**Any money you contribute is yours.**  
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.

**You can invest the money in your account.**  
When you reach a certain balance, you can invest the money in your account among any of the investment choices offered by your HSA provider.

**There is a one-time account opening requirement.**  
You do not need to re-enroll every year, but you should monitor your contributions against annual IRS limit changes.

**You can start, stop, or change your HSA contributions at any time** on the BenefitConnect website.

**If you retire or leave Chevron, you can take your HSA with you.**

You can also rollover other HSA account balances into your BenefitWallet HSA.



### health care spending account (HCSA)

A flexible spending account plan is offered as part of your Chevron benefits package.

You **cannot** be enrolled in a high deductible health plan to participate. You *can* be enrolled in:

- Medical PPO Plan
- Medical HMO Plans

This is a benefit plan, so if enrolled, you'll contribute via pre-tax payroll deductions.

**Chevron does not contribute.**

**The IRS limits your total annual contributions.**  
See page 16 for more details.

**This account does not roll over.**  
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.

**You cannot invest the funds in your account, and your account does not earn interest.**

**You must re-enroll every year to participate.**  
To participate in 2023, enroll October 17 through October 28, 2022.

**Your enrollment election to participate and the amount you choose to contribute applies until December 31, 2023.**  
It generally cannot be changed, unless you experience a qualifying life event

**If you retire or leave Chevron, your HCSA will not go with you.**

You can access your HCSA if you elect to continue it through Chevron COBRA.



## health *flexible spending account* (FSA)

The **Health Care Spending Account (HCSA)** is Chevron's **flexible spending account plan** choice that allows you to save for health care expenses for you and your eligible dependents. As a reminder, Chevron's HCSA account *does not* rollover from year-to-year. The money you contribute must be spent by December 31 of each year and you have until June 30 of the following year to submit claims for qualified expenses incurred the previous year. After that, any unspent and unclaimed money will be forfeited. You can learn more about the HCSA and how it works by reviewing the information on page 15 and on [hr2.chevron.com/PRSI](https://hr2.chevron.com/PRSI).

### 2023 chevron health FSA contribution limit

Your total contributions to all Health FSA accounts (Chevron, and another employer) cannot exceed the IRS limit for 2023. The Chevron enrollment website will allow you to contribute up to the plan's 2023 annual maximum of **\$2,850**, but it's your sole responsibility to track **all** contributions to **all** your Health FSA accounts and contribute accordingly to avoid a tax penalty.

## dependent day care flexible spending account (FSA)

The **Chevron Dependent Day Care Spending Account (DCSA)** is another kind of **flexible spending account** plan for dependent day care expenses for a qualified dependent — like after-school childcare, a licensed childcare provider, or school tuition up to kindergarten — so you and your spouse can go to work. This plan allows you to pay for certain eligible dependent day care expenses with before-tax dollars. Each month, you contribute a set amount to your account through before-tax payroll deductions. Then you use the funds available in your account to pay for eligible dependent care expenses. Just like the health FSA, this account only lasts for the calendar year, and any unspent and unclaimed money after the annual deadline will be forfeited. For more information about Chevron's Dependent Care FSA – the **DCSA** – and how it works, go to [hr2.chevron.com/PRSI](https://hr2.chevron.com/PRSI).

### 2023 Dependent Day Care FSA Annual Contribution Limits

Your total contributions to all Dependent Day Care FSA accounts (Chevron and another employer) cannot exceed the 2023 IRS limit of **\$5,000 Single or Married filing jointly / \$2,500 Married filing separately**.

The information in this newsletter applies to Pasadena Refinery represented employees who are eligible for Chevron U.S. benefits. 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. Oral statements about plan benefits are not binding on Chevron or the applicable plan. There are no vested rights with respect to Chevron health and welfare plans or any company contributions toward the cost of such health and welfare 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.