

parents and parents-to-be resources

Becoming a parent or being a parent can be one of the most rewarding life events you'll ever encounter. With it may come questions about taking time off, bonding benefits, childcare programs, lactation support and resources for adjusting to new family relationships or everyday parenting concerns. Chevron offers a variety of parent-related resources, plans and programs that will be available to you starting January 1, 2023.



time off to care for your family

Chevron automatically provides you with benefits that provide time off to care for your family. The **Short-Term Disability (STD)** provides time off for your pregnancy-related absences and to give birth. The **Bonding Benefit** provides up to eight weeks of paid time for mothers and fathers to bond with their child within one year of their birth, adoption or placement for adoption or foster care. Lastly, **Family Care** provides wage replacement when you need time off to care for an ill or injured family member, or to take your family to a preventive care doctor's visit.



bright horizons family supports

Provides you with a free, premium Sittercity account to find and screen caregivers, like nannies, sitters and eldercare professionals, as well as resources for discounted online tutoring, test prep, full-time childcare solutions and more.



rethink

Rethink services provide free, live teleconsultations with behavior experts and access to online resources, including on-demand training videos. While this service is especially important for parents of children with developmental disabilities or learning and behavioral challenges, *any* family navigating the diverse challenges of raising children can find benefit in this program.



family building support

Chevron provides access to coverage, services, and programs that provide additional support for challenges you might face when building your family. The Medical PPO, HDHP, and HDHP Basic provide coverage for **family planning and related services** that includes access to a free personalized family building support and guidance program with **WIN Fertility (WIN)**. There are also two reimbursement programs, one for **adoption** and the other for **surrogacy and elective fertility preservation** that can provide financial assistance when expanding your family.



lactation support

A variety of lactation and breastfeeding resources are available to you through Chevron, including workplace quiet rooms, return to work lactation consultation, Medela Breastfeeding University, the breastfeeding basics workshop, and milk shipment reimbursement when you have to travel for work.



go online for the details

Learn more about any of these benefits, programs and resources on hr2.chevron.com/PRSI.

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.