

Hourly Pay Statement Sample

Take a few moments to learn about your pay stub. Please keep in mind that it is your responsibility to ensure that your financial and tax withholding obligations are met.

A sample of a pay stub is printed below. This is the information that appears below the perforation of your check or at the bottom of your direct deposit statement. This information also appears on your online pay stub. Explanations of the information printed on the pay stub are shown to the right.

Abbreviations

SH Shift	LF Lost Time Full Pay
OT Overtime	LH Lost Time Half Pay
SC Scheduled	HF Holiday Full Pay
UNS Unscheduled	HH Holiday Half Pay
ST Straight Time	AR Adjusted Rate
NB Non-Benefit Bearing	BR Basic Rate
BB Benefit Bearing	AB Adjusted Rate
FP Full Pay	Employee Paid
HP Half Pay	at Basic Rate

Compensation

- 1 Earnings for Period 06/23/2008 – 07/06/2008**
Current pay period earnings are always displayed first.
 - 2 Imp Inc - Bas Life**
Imputed Income is the value the Internal Revenue Service places on company paid life insurance that exceeds \$50,000 of coverage. This amount is considered taxable income for federal and state income taxes as well as Medicare and Social Security taxes.
 - 3 Reg Work ST @ 1.0 BB AR**
Regularly scheduled straight time hours
 - 4 Unscheduled OT @ 1.5 NB**
Overtime hours worked outside the normal work schedule
 - 5 Reg Work OT @ 1.5 BB AR**
Regularly scheduled overtime hours
 - 6 SH OT @ 1.5 NB 1.50 BR**
Shift pay for overtime hours worked outside the normal work schedule
 - 7 SH ST @ 1.0 BB 1.50 AR**
Shift pay for regularly scheduled straight time hours
 - 8 SH OT @ 1.5 BB 1.50 AR**
Shift pay for regularly scheduled overtime hours
 - 9 Earnings for Period 06/09/2008 – 06/22/2008**
Prior pay period earnings adjustments
 - 10 Benefit Base**
Used to determine contributions such as those to the Employee Savings Investment Plan
 - 11 Total Compensation**
Compensation before tax withholdings and deductions
- Year-to-Date Taxes**
- 12 FED Withholding Tax**
Year-to-date compensation (including imputed income) subject to federal income tax and year-to-date amount withheld
 - 13 FED EE Social Security Tax**
Year-to-date compensation (including imputed income) subject to Social Security tax and year-to-date amount withheld
 - 14 FED EE Medicare Tax**
Year-to-date compensation (including imputed income) subject to Medicare Insurance tax and year-to-date amount withheld
 - 15 CA Withholding Tax**
Year-to-date compensation (including imputed income) subject to state income tax and year-to-date amount withheld
- Taxes & Deductions**
- 16 Medical Pre-Tax/Dental Pre-Tax**
Before-tax health care contributions governed by Section 125 of the Internal Revenue Service tax code

- 17 ESIP Supp Pre-Tax/ESIP Basic Pre-Tax**
Before-tax contributions to the Employee Savings Investment Plan
 - 18 FED Withholding Tax**
Withholding for federal income tax
 - 19 FED EE Social Security Tax**
Withholding for Social Security tax
 - 20 FED EE Medicare Tax**
Withholding for Medicare Insurance tax
 - 21 CA Withholding Tax**
Withholding for California state income tax
 - 22 CA EE Voluntary Disability**
Withholding for California Disability Insurance (state sponsored plan or voluntary company plan)
 - 23 Dep Life SP/DP After Tax**
After-tax contributions for Dependent Life Insurance for spouse or domestic partner
 - 24 Supp Life After Tax**
After-tax contributions for Supplemental Life Insurance
 - 25 LTD After Tax**
After-tax contributions for Long-Term Disability Insurance
 - 26 ESIP Supp After Tax**
After-tax contributions for the Employee Savings Investment Plan
 - 27 Loan #03/Loan #04**
Loan repayments for money taken from the Employee Savings Investment Plan
 - 28 Net Pay Detailed Below**
Equals Total Compensation minus all Taxes & Deductions. Maximum of three distributions allowed
 - 29 EFT TO CHEVRON FEDERAL CREDIT UNION (FCU)**
Electronic Funds Transfer (EFT) as partial distribution of net pay
 - 30 EFT TO BANK OF AMERICA**
EFT as distribution of remaining net pay
- Year-to-Date Information**
- 31 Pre-Tax Health Care**
Year-to-date pre-tax health care contributions governed by Section 125 of the Internal Revenue Service tax code
 - 32 Imputed Income**
Year-to-date imputed income
 - 33 Benefit Base**
Year-to-date benefit base
 - 34 401(k) Contributions**
Year-to-date pre-tax contributions to the Employee Savings Investment Plan

Pay Statement Highlights

Information about Deductions and Withholdings

- Deductions such as credit unions, garnishments, levies or nonprofit contributions occur in equal amounts every pay period.
- Deductions for ESIP are taken every pay period calculated on your benefit base.
- Benefit deductions and club dues are taken in equal amounts on the first and second paychecks of the month.
- If you elected to have your union dues taken by payroll deduction, most union dues are taken from the first paycheck of the month. A few union dues are deducted from first and second paychecks of the month.

Online Pay Stub

You can access copies of your pay stub on the U.S. HR Web site on Chevron's intranet at <http://br.chevron.com/northamerica/us>.

Option to Stop Paper Pay Stub

Your pay statement will be mailed to your home address. If you do not want to receive a paper copy at home, go to the U.S. HR Web site. Choose Paycheck Inquiry under My Personal Information and select the option to discontinue receiving a paper copy.

Questions

If you have a question, please contact your time administrator or HR business partner.

EMPLOYEE NAME		PAY PERIOD		PERSONNEL NUMBER	
JOHN A. SMITH		06/23/2008 – 07/06/2008		12345678	
COMPENSATION	RATE	HOURS	AMOUNT	TAXES & DEDUCTIONS	AMOUNT
1 --- EARNINGS FOR PERIOD 06/23/2008 – 07/06/2008 ---				Medical Pre-Tax	43.56
2 Imp Inc - Bas Life			2.51	Dental Pre-Tax	11.01
3 Reg Work ST @ 1.0 BB AR	24.56	56.00	1,375.36	ESIP Supp Pre-Tax	277.54
4 Unscheduled OT @ 1.5 NB	41.99	12.00	503.88	ESIP Basic Pre-Tax	61.68
5 Reg Work OT @ 1.5 BB AR	36.84	28.00	1,031.52	FED Withholding Tax	423.42
6 SH OT @ 1.5 NB 1.50 BR	2.25	12.00	27.00	FED EE Social Security Tax	213.50
7 SH ST @ 1.0 BB 1.50 AR	1.47	56.00	82.32	FED EE Medicare Tax	49.93
8 SH OT @ 1.5 BB 1.50 AR	2.21	28.00	61.88	CA Withholding Tax	142.72
9 --- EARNINGS FOR PERIOD 06/09/2008 – 06/22/2008 ---				CA EE Voluntary Disability	31.46
3 Reg work ST @ 1.0 BB AR	22.13	56.00	1,239.28	Dep Life SP/DP After-Tax	0.36
3 Reg work ST @ 1.0 BB AR	24.56	68.00	1,670.08	Supp Life After Tax	5.08
5 Reg work OT @ 1.5 BB AR	36.84	28.00	1,031.52	LTD After-Tax	7.84
5 Reg work OT @ 1.5 BB AR	33.20	28.00	929.60	ESIP Supp After Tax	61.68
				Loan #03	71.65
				Loan #04	66.74
				---NET PAY DETAILED BELOW---	2,146.51
10 Benefit Base			3,083.80	EFT TO CHEVRON FCU	240.00
11 Total Compensation			3,614.68	EFT TO BANK OF AMERICA	1,906.51
YEAR-TO-DATE TAXES	TAXABLE BASE	AMOUNT W/H	YEAR-TO-DATE INFORMATION	AMOUNT	
12 FED Withholding Tax	23,339.06	3,985.74	Pre-Tax Health Care	327.42	31
13 FED EE Social Security Tax	24,894.93	1,543.49	Imputed Income	14.76	32
14 FED EE Medicare Tax	24,894.93	360.98	Benefit Base	18,682.33	33
15 CA Withholding Tax	23,339.06	1,135.50	401(k) Contributions	1,555.87	34



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