# **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.

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YEAR-TO-DATE TAXES

FED Withholding Tax

FED EE Medicare Tax

CA Withholding Tax

FED EE Social Security Tax

# **Abbreviations**

# SH Shift

- **OT** Overtime
- **SC** Scheduled
- **UNS** Unscheduled **ST** Straight Time
- **NB** Non-Benefit Bearing
- **BB** Benefit Bearing
- **FP** Full Pay **HP** Half Pay
- **LH** Lost Time Half Pay **HF** Holiday Full Pay

**LF** Lost Time Full Pay

- **HH** Holiday Half Pay
- **AR** Adjusted Rate
- **BR** Basic Rate **AB** Adjusted Rate
  - **Employee** Paid at Basic Rate

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AMOUNT

327.42

14.76

18,682.33

1,555.87

EMPLOYEE NAME DOMPA A. SMITH    PAY PEILOD 06/23/2008 - 07/06/2008    PERSONNEL NUMBER 12345678      COMPENSATION    RATE    HOURS    AMOUNT    TAXES & DEDUCTIONS    AMOUNT      EARNINGS FOR PERIOD 06/23/2008     Medical Pre-Tax    43.56      Imp Inc - Bas Life    2.51    Dental Pre-Tax    11.01      keg Work ST @ 1.0 BB AR    24.56    56.00    1,375.36    ESIP Supp Pre-Tax    277.54      Log Work OT @ 1.5 BB AR    36.84    28.00    1,031.52    FED Withholding Tax    423.42      SH OT @ 1.5 DB AR    2.21    28.00    61.88    CA Withholding Tax    423.42      EARNINCS FOR PERIOD 06/09/2008    - 06/22/2008     CA Withholding Tax    142.72      EARNINCS FOR PERIOD 06/09/2008    - 06/22/2008     CA EV Oluntary Disability    31.46      Reg work ST @ 1.0 BB AR    24.56    68.00    1,670.08    Supp Life SP/DP After Tax    5.08      Reg work ST @ 1.0 BB AR    36.84    28.00    1,031.52    IDF After Tax    5.08      Reg work OT @ 1.5 BB AR    36.84    28.00    <						
EARNINGS FOR PERIOD 06/23/2008 - 07/06/2008  Medical Pre-Tax  43.56    Imp Inc - Bas Life  2.51  Dental Pre-Tax  11.01    Reg Work ST @ 1.0 BB AR  24.56  56.00  1,375.36  ESIP Supp Pre-Tax  277.54    Jnscheduled OT @ 1.5 NB  41.99  12.00  503.88  ESIP Basic Pre-Tax  61.68    Reg Work OT @ 1.5 NB  1.50 BR  2.25  12.00  27.00  FED EE Weithholding Tax  423.42    SH OT @ 1.5 NB  1.50 AR  2.25  12.00  27.00  FED EE Medicare Tax  49.93    SH OT @ 1.5 BB  1.50 AR  2.21  28.00  61.88  CA Withholding Tax  142.72    EARNINGS FOR PERIOD 06/09/2008  06/22/2008  CA EE Voluntary Disability  31.46    Reg work ST @ 1.0 BB AR  24.56  68.00  1,670.08  Supp Life After Tax  5.08    Reg work OT @ 1.5 BB AR  36.84  28.00  1031.52  ITD After-Tax  7.84    Reg work OT @ 1.5 BB AR  36.20  28.00  929.60-  Supp Life After Tax  61.68    Loan #03  71.65  Loan #04  66.74 NET FAY DETAILED BELOW <td></td> <td></td> <td>06</td> <td></td> <td></td> <td></td>			06			
Imp Inc - Bas Life  2.51  Dental Pre-Tax  11.01    Neg Work ST ê 1.0 BB AR  24.56  56.00  1,375.36  ESIP Supp Pre-Tax  277.54    Jnscheduled OT ê 1.5 NB  41.99  12.00  503.88  ESIP Basic Pre-Tax  61.68    Neg Work OT ê 1.5 NB AR  36.84  28.00  1,031.52  FED Withholding Tax  423.42    SH OT ê 1.5 NB 1.50 BR  2.25  12.00  27.00  FED EE Social Security Tax  213.50    SH ST ê 1.0 BB 1.50 AR  2.21  28.00  61.88  CA Withholding Tax  142.72    EARNINGS FOR PERIOD 06/09/2008  -06/22/2008	COMPENSATION	RATE	HOURS	AMOUNT	TAXES & DEDUCTIONS	AMOUNT
Work ST Ê 1.0 BB AR  24.56  56.00  1,375.36  ESIP Supp Pre-Tax  277.54    Jnscheduled OT Ê 1.5 NB  41.99  12.00  503.88  ESIP Basic Pre-Tax  61.68    Reg Work OT Ê 1.5 NB  1.50 BR  2.25  12.00  27.00  FED ESocial Security Tax  213.50    SH OT Ê 1.5 NB 1.50 AR  2.21  28.00  61.88  FED Withholding Tax  423.42    SH OT Ê 1.5 BB 1.50 AR  2.21  28.00  61.88  CA Withholding Tax  142.72    CA EE Voluntary Disability  31.46  27.00  Pep Life SP/DP After Tax  0.36    Reg work ST Ê 1.0 BB AR  24.56  68.00  1,670.08  Supp Life After Tax  5.08    Reg work OT Ê 1.5 BB AR  36.84  28.00  1,031.52  ESIP Supp After Tax  61.68    Reg work OT Ê 1.5 BB AR  33.20  28.00  929.60-  ESIP Supp After Tax  61.68    Loan #03  71.65  Loan #04  66.74  1.66.74    Benefit Base  3,083.80  EFT TO CHEVRON FCU  240.00	EARNINGS FOR PERIOD	06/23/2008 -	- 07/06/20	08 80	Medical Pre-Tax	43.56
Juscheduled OT @ 1.5 NB  41.99  12.00  503.88  ESIP Basic Pre-Tax  61.68    Reg Work OT @ 1.5 BB AR  36.84  28.00  1,031.52  FED EE Social Security Tax  213.50    SH OT @ 1.5 NB 1.50 BR  2.25  12.00  27.00  FED EE Social Security Tax  213.50    SH ST @ 1.0 BB 1.50 AR  1.47  56.00  82.32  FED EE Medicare Tax  49.93    SH OT @ 1.5 BB 1.50 AR  2.21  28.00  61.88  CA Withholding Tax  142.72    CA ge work ST @ 1.0 BB AR  22.13  56.00-  1,239.28-  Dep Life SP/DP After-Tax  0.36    Reg work ST @ 1.0 BB AR  24.56  68.00  1,670.08  Supp Life After Tax  5.08    Reg work OT @ 1.5 BB AR  33.20  28.00-  929.60-  ESIP Sup After Tax  61.68    Loan #04  66.74  ESIP Sup After Tax  61.68  1.67.165    Benefit Base  3,083.80  EFT TO CHEVRON FCU  240.00	Imp Inc — Bas Life			2.51	Dental Pre-Tax	11.01
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SH OT @ 1.5 NB 1.50 BR  2.25  12.00  27.00  FED EE Social Security Tax  213.50    SH OT @ 1.5 DB 1.50 AR  1.47  56.00  82.32  FED EE Medicare Tax  49.93    SH OT @ 1.5 BB 1.50 AR  2.21  28.00  61.88  CA Withholding Tax  142.72    CA EE Voluntary Disability  31.46  Dep Life SP/DP After-Tax  0.36    Reg work ST @ 1.0 BB AR  24.56  68.00  1,670.08  Supp Life After Tax  5.08    Reg work OT @ 1.5 BB AR  36.84  28.00  929.60-  Supp Life After Tax  61.68    Loan #04  66.74  CA Withholding Tax  7.84    Benefit Base  3,083.80  EFT TO CHEVRON FCU  240.00	Jnscheduled OT @ 1.5 NB	41.99	12.00	503.88	ESIP Basic Pre-Tax	61.68
SH ST @ 1.0 BB 1.50 AR  1.47  56.00  82.32  FED EE Medicare Tax  49.93    SH OT @ 1.5 BB 1.50 AR  2.21  28.00  61.88  CA Withholding Tax  142.72    CA Withholding Tax  142.72  CA EE Voluntary Disability  31.46    Dep Life SP/DP After-Tax  0.36    Sup Work ST @ 1.0 BB AR  24.56  68.00  1,670.08    Reg work ST @ 1.5 BB AR  36.84  28.00  1,031.52    Reg work OT @ 1.5 BB AR  33.20  28.00-  929.60-    ESIP Sup After Tax  61.68    Loan #04  66.74	Reg Work OT @ 1.5 BB AR	36.84	28.00	1,031.52	FED Withholding Tax	423.42
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Areg work ST @ 1.0 BB AR  24.56  68.00  1,670.08  Supp Life After Tax  5.08    Areg work OT @ 1.5 BB AR  36.84  28.00  1,031.52  LTD After-Tax  7.84    Beg 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    Benefit Base  3,083.80  EFT TO CHEVRON FCU  240.00	EARNINGS FOR PERIOD	06/09/2008	- 06/22/	2008	CA EE Voluntary Disabil	ity 31.46
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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    Benefit Base  3,083.80  EFT TO CHEVRON FCU  240.00	Reg work ST @ 1.0 BB AR	24.56	68.00	1,670.08	Supp Life After Tax	5.08
Loan #03 71.65 Loan #04 66.74 NET PAY DETAILED BELOW 2,146.51 Benefit Base 3,083.80 EFT TO CHEVRON FCU 240.00	Reg work OT @ 1.5 BB AR	36.84	28.00	1,031.52	LTD After-Tax	7.84
Loan #04 66.74 NET PAY DETAILED BELOW 2,146.51 Benefit Base 3,083.80 EFT TO CHEVRON FCU 240.00	Reg work OT @ 1.5 BB AR	33.20	28.00-	929.60-	ESIP Supp After Tax	61.68
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Benefit Base 3,083.80 EFT TO CHEVRON FCU 240.00					Loan #04	66.74
Benefit Base 3,083.80 EFT TO CHEVRON FCU 240.00						
Benefit Base 3,083.80 EFT TO CHEVRON FCU 240.00						
Benefit Base 3,083.80 EFT TO CHEVRON FCU 240.00						
					NET PAY DETAILED BELO	N 2,146.51
Total Compensation 3,614.68 EFT TO BANK OF AMERICA 1,906.51	Benefit Base			3,083.80	EFT TO CHEVRON FCU	240.00
	Total Compensation			3,614.68	EFT TO BANK OF AMERICA	1,906.51

AMOUNT W/H

3,985.74

1,543.49

360.98

1,135.50

YEAR-TO-DATE INFORMATION

Pre-Tax Health Care

401(k) Contributions

Imputed Income

Benefit Base

TAXABLE BASE

23.339.06

24,894.93

24,894.93

23,339.06

## 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 with-13 held

### FED EE Social Security Tax

Year-to-date compensation (including imputed income) subject to Social Security tax and year-to-date amount withheld

#### FED EE Medicare Tax

Year-to-date compensation (including imputed income) subject to Medicare Insurance tax and year-to-date amount withheld

#### CA Withholding Tax

Year-to-date compensation (including imputed income) subject to state income tax and year-to-date amount withheld

# 16 Taxes & Deductions

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
- 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
- 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
- 32 Imputed Income Year-to-date imputed income
- Year-to-date benefit base

#### 34 Year-to-date pre-tax contributions to the Employee Savings Investment Plan

- 401(k) Contributions

- 33 Benefit Base

# **Pay Statement Highlights**

After-tax contributions for Supplemental Life Insurance

29 EFT TO CHEVRON FEDERAL CREDIT UNION (FCU)

lear-to-date pre-tax health care contributions governed by Section 125 of the Internal Revenue Service tax code

# 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://* hr.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.



**Chevron Services Company** Finance Shared Services U.S. Payroll Operations P.O. Box 6041 San Ramon, CA 94583



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