

**From:** [HR Communication Group \(9hrcomm\)](#)  
**Subject:** A Preview of Learning and Talent Activities in Early 2023  
**Date:** Wednesday, December 7, 2022 2:00:57 PM

chevron human resources

# a preview of learning and talent activities in early 2023

for legacy REG U.S.-payroll employees

Effective **January 1, 2023**, you'll gain access to Chevron's HR platforms and systems, which will let you discover the many learning resources available to you to help you grow your career. With that transition there are required actions you'll need to complete within specific deadlines. In other cases, you'll find information to programs that are optional and depend on your level of interest.

The intent of this communication is to provide a preview of information and opportunities coming your way in the new year, including:

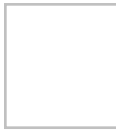
- [Corporate compliance training](#)
- [Chevron onboarding program](#)
- [Performance Management education sessions](#)
- [REACH Scholarships](#)
- [Access to learning resources and programs](#)
- [Timeline of learning and talent activities](#)



## corporate compliance training

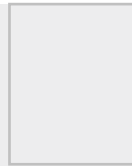
Starting in early January, **two** core Chevron Corporate Compliance training courses will be assigned to **all legacy REG employees**. You'll receive an enrollment notification email from Chevron's Workday for each course and

will need to complete each of these courses within 90 days of the date they were assigned to you. Additional compliance courses will be assigned later in the year for which you will receive separate notifications.



## chevron onboarding program

**Legacy REG employees** will be assigned to Chevron's onboarding program. The New to Chevron course is part of your onboarding experience, and explores things like Chevron's business, The Chevron Way, Performance Management, Diversity and Inclusion, We Lead behaviors and more. This training must be completed within **six months**.



## save the date! performance management education sessions

As you learned earlier this year, you'll transition to Chevron's Performance Management (PM) program effective with the 2023 performance year.

In January, you'll receive a 2023 Goal Setting message from Chevron's Performance Management program mailbox. To prepare for this first step of the cycle, [attend an optional education session](#).

These sessions will provide an overview of the PM program within the We Lead framework, guidance on how to plan, develop and maintain goals throughout the year, as well as ample time for Q&A.

As you get closer to the next steps in the performance management cycle later in the year, "just in time" resources will be shared with you.

Also, **please remember to complete the 2022 performance management process in the REG Workday system by December 16.**

**Performance Management education sessions will be offered January 24 to February 16\*.**

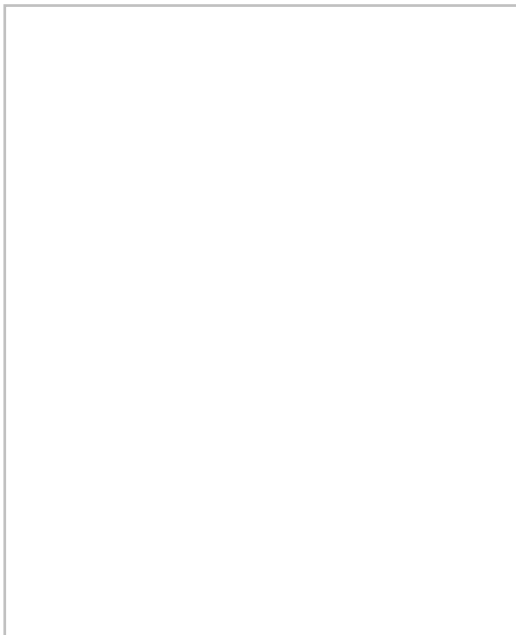
**To attend a session:**

- [Click here](#) to view session options to save the date.
- Click on the preferred session date/time. Please note that you'll have in-person and virtual options.
- Click **Add to my calendar** to save the call-in details to your Outlook calendar.

*\*Note: O&M employees won't participate in the 2023 PM program therefore their attendance is not required.*


## REACH scholarships

To recognize the excellence and achievement of employees' children, the REACH scholarship was




established to recognize and assist outstanding children who plan to pursue post-secondary education. Scholarships are offered for one academic year for full-time undergraduate study and are managed by different institutions based on location.

Awards are granted without regard to race, color, creed, religion, age, gender, disability or national origin. Scholarship awards range from \$500 to \$2,500 for one academic year. If your child meets eligibility requirements and is interested in participating, they will need to submit their application between **January 1, 2023, and February 16 at 3 p.m. central time**. Additional information will be shared in early January.



### access to learning resources and programs

Transitioning to Chevron's Workday will also provide *full-profile* access to the **My HR online portal**, your first stop for HR services and the place that will connect you to many resources. Chevron drives a learning culture that puts the learner first and makes learning more accessible through this portal. Feel free to explore this space at your own pace to find out more about things such as development programs, learning pathways and resources across multiple open-source providers. Expect to learn more at information sessions to be offered in the first half of 2023, where you'll have an opportunity to ask questions.



### timeline of learning and talent activities

If you'd like to know what to expect in the learning space in 2023, you may access the overview of **learning and talent activities** [through this timeline](#).

All dates are tentative and subject to change.