

short-term disability

Sick time at Chevron generally falls under the **Chevron Short-Term Disability (STD) Plan**. The STD Plan is designed to help protect your income if you're unable to work due to a qualifying on-the-job or off-the-job illness, injury or medical condition. Plan benefits are also available for time off to give birth or to visit a primary care provider to receive your preventive care. As long as you are actively at work, your coverage will begin automatically effective January 1, 2023.

You have *two* disability benefit banks – one for **on-the-job disabilities** and one for **off-the-job disabilities**.

on-the-job benefits

Your **on-the-job** benefits are:

- **26** weeks of full-pay *and*
- **26** weeks of half-pay

For a total of **52** weeks, regardless of your years of health and welfare eligibility service (HWES).

off-the-job benefits

Your **off-the-job** benefits are based on your years of health and welfare eligibility service (HWES).

1. Reference the **personalized service letter** sent to you in late August from the Your Chevron U.S. Benefits email to locate your **HWES** date.
2. Go to the **Short-Term Disability (STD) Benefits Schedule** table, below. Use your HWES to determine the amount of off-the-job benefits you can accumulate based on your current service level. The maximum benefit you can accrue under the plan is 26 weeks of full-pay and 26 weeks of half-pay (52 total weeks).

- **Currently, this coverage is provided at no additional cost to eligible employees.** All full-time U.S.-payroll employees who are eligible for Chevron health and protection benefits are eligible for the STD Plan. You cannot cover dependents.
- **There is no waiting period when you are sick.** You receive full-pay (100% of regular pay) on the first day of illness.
- **Plan benefits are based on your regular pay.** In general, your regular pay is your base wage, including regularly scheduled overtime and certain shift differentials. Your regular pay doesn't include special payments (such as Chevron Incentive Plan (CIP) or other bonuses or incentives) or any pay you may receive for work you do outside your regular work schedule.
- **Each time you receive benefits, your associated banks are reduced by the benefits used.** These STD benefits can also be restored when you meet time and work requirements.

short-term disability (STD) benefits schedule

STD benefits are based on the following schedule and are the maximum amounts you can accumulate.

Health and Welfare Eligibility Service (HWES)	On-the-Job Disability		Off-the-Job Disability	
	Full Regular Pay	Half Regular Pay	Full Regular Pay	Half Regular Pay
Hire date – 1 year	26 weeks	26 weeks	6 weeks	6 weeks
2 – 4 years	26 weeks	26 weeks	8 weeks	8 weeks
5 – 9 years	26 weeks	26 weeks	16 weeks	16 weeks
10 – 14 years	26 weeks	26 weeks	21 weeks	21 weeks
15 or more years	26 weeks	26 weeks	26 weeks	26 weeks

REG what happens to your **REG** coverage

REG Sick Time Off Plan

The **REG Sick Time Off Plan** will end on **December 31, 2022**. Chevron provides various time off benefits to attend to similar personal or family situations that were eligible under the REG Sick Time Off Plan. Any unused hours *will not* carry over to Chevron and will not be paid.

REG disability plan

If you are on a long-term disability (or a short-term disability that could transition to a long-term disability) that began prior to January 1, 2023, your disability will continue to be covered by your **REG disability plan** and administered by The Standard. When you return to work, you will be eligible for coverage under the Chevron disability plan rules.

Washington State Paid Sick Leave

Any earned and unused sick leave through **December 31, 2022** under the **Washington State Paid Sick Leave law** will be paid to you. More details will be provided later this year. Beginning January 1, 2023, if you are eligible for the state's paid sick leave law, you *will not* see a separate bank of time. Instead, the time off will be managed under Chevron's Short-Term Disability Plan, which provides similar benefits as those under the Washington State Paid Sick Leave law.





chevron disability management process

Throughout this newsletter, you'll see references to the **Chevron Disability Management process**. When you have an absence that's subject to Chevron's Disability Management process, there are certain steps you must follow and actions that you need to complete to report an absence and receive any benefits for which you may be eligible. You'll receive more detailed information about this process as the final step of the transition approaches. For now, you should continue to follow your existing REG process for all absences. In the interim, here is a basic overview to introduce you to the Chevron process effective **January 1, 2023**.

If you have an absence that is subject to the Chevron Disability Management process, there are four basic steps you'll need to follow:

1. Notify your supervisor.
2. Contact Chevron's disability management partner.
3. Timely provide required information, including forms and other documents, depending on the nature of your absence.
4. Keep in touch with your supervisor and disability management case manager during your absence.

You *do not* need to follow the process for every absence. In general, you should follow the Disability Management process for any absence that is related to:

- Your own illness or injury that lasts for **more than five** consecutive scheduled workdays.
- Job protection under the Family and Medical Leave Act (FMLA) and/or a state or local leave law.
- Caring for a seriously ill or injured qualifying family member.
- The birth, placement or adoption of a child.
- Military family leave.

The information in this newsletter applies to legacy REG U.S.-payroll 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. 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 and, therefore, may not apply to union-represented employees.