



increase to bonding benefit short-term disability plan effective september 1, 2018

Update to the summary plan descriptions (SPD)
Changes described in this SMM are effective as of September 1, 2018.

The enclosed information serves as an official summary of material modification (SMM) for the **Short-Term Disability (STD) Plan**. Please keep this information with your other plan documents for future reference. You can access the summary plan descriptions for your benefits at hr2.chevron.com or by calling the HR Service Center at **1-888-825-5247**.

increase to amount of time off for bonding benefit

The Bonding Benefit, which is part of the Short-Term Disability (STD) Plan, provides paid time off for mothers and fathers to bond with their child within one year of the birth, adoption or placement for adoption or foster care.

Effective September 1, 2018, the amount of paid time off available under the Bonding Benefit is increasing from two weeks to eight weeks. Eligible employees, including those who became parents at any time in 2018, can use the increased benefit within one year of the child's birth, adoption or placement for adoption or foster care, as long as the request for time off is approved.

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 care plans or any company contributions towards the cost of such health care 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.