



# flexible spending accounts

## effective january 1, 2019

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### **Update to the summary plan descriptions (SPD)**

**All changes described in this SMM are effective January 1, 2019 unless otherwise indicated.**

The enclosed information serves as an official summary of material modification (SMM) for the plans referenced herein. 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](http://hr2.chevron.com) or by calling the HR Service Center at **1-888-825-5247**.

*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.*

# dependent day care spending account (DCSA)

## prefunding feature no longer available

Depending on when you enroll in the Dependent Day Care Spending Account (DCSA), Chevron *currently* prefunds up to four pay periods of contributions so that you can begin to be reimbursed for eligible expenses soon after your coverage takes effect.

**Effective January 1, 2019, the prefunding feature under the DCSA will no longer be available.** This change is being made to align with the standards of our new benefits administration platform. If you enroll in the DCSA for 2019, the amount of annual contributions you authorize is deducted from your pay in equal amounts throughout the year and credited to your account. Each time you file a claim, you'll be reimbursed for your qualified expenses, *up to the amount of money available in your account*. If your expenses are greater than the amount in your account, you'll be reimbursed for the remaining amount after additional contributions are credited to your account.



### what this means for you

If you're accustomed to having an account balance as of January 1 to help defray the costs of dependent day care expenses early in the year, be sure to plan ahead. You'll continue to be reimbursed for qualified expenses; however, depending on the amount of the expense and your contribution election, it may take more pay periods to be fully reimbursed for those expenses.

## minimum annual contribution now \$120

Effective January 1, 2019, the minimum annual contribution to the Dependent Day Care Spending Account (DCSA) will increase from \$1 to \$120. The maximum annual contribution for 2019 will not change. You can contribute up to a maximum annual contribution of \$5,000 (\$2,500 if you're married and you and your spouse file separate tax returns).